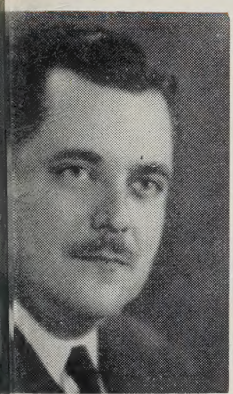
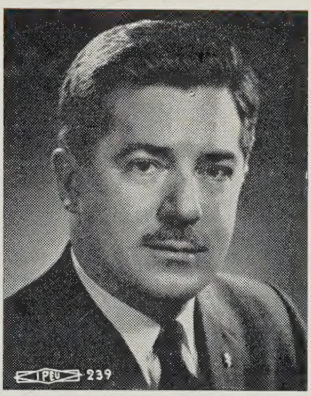
CANADA

THE

LABOUR GAZETTE



Claude Jodoin



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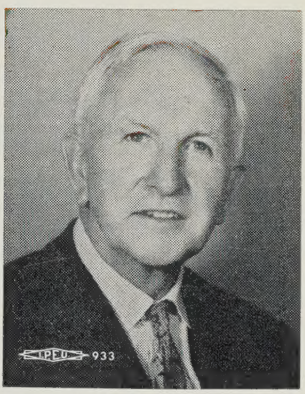

A.A. Hutchinson

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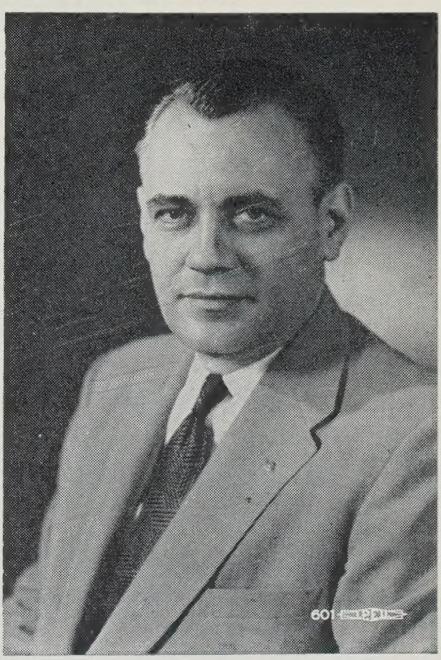

Hon. Michael Starr

Published Monthly by the

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Vol. LXII No.

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(*Continued on page three of cover*)

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Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

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Training of the Unemployed

During fiscal 1961-62, total of 26,887 unemployed persons received training under provisions of the Technical and Vocational Training Assistance Act. All provinces provided enough days of training to qualify for 75% federal share

Under the program of training for the unemployed, a total of 26,887 persons received training during the fiscal year 1961-62. This was about two and a half times the number trained during the previous year.

The total number of days of training given was 1,221,561.

The total federal contribution for the year was $3,941,585.23.

Under this program, provided for under the Technical and Vocational Training Assistance Act, the federal Government pays 75 per cent of the cost for any province in which the number of days of such training given during the year exceeds 7 per cent of the adult population of the province; otherwise the federal share is 50 per cent. All provinces qualified for the larger contribution.

Of the persons who received training during the year, 20,306 were men and 6,581 were women. Full-time training was given to 26,469 persons; only 418 received part-time training.

The number of persons undergoing training at the end of April was 12,286, of whom 8,781 were men and 3,505 were women. Total days of training during April were 182,101. New enrolments during April were 1,614, comprising 888 men and 726 women.

Trainees were selected jointly by provincial officials and the National Employment Service, and were given short intensive courses of training for occupations that offered a reasonable opportunity for regular employment.

A notable step this year was the development of courses of "basic training for skill development" intended to enable many persons of rather low educational attainments to prepare themselves for entry to vocational courses and, in many cases, to meet without further training the entry requirements of employers.

Of the 26,887 persons in training during the year, 8,308 were in Quebec and 7,344 in Ontario. New Brunswick had 3,143 and Manitoba 2,083. The other provinces all had fewer than 2,000. All those receiving part-time training were in Alberta.

Although Quebec had the largest number of persons in training during the 1961-62 year, Ontario came first in the number of days of training given, with 310,294 days compared with 293,662 days for Quebec. British Columbia had only 1,854 persons in training, but it came third in the number of days of training given with 154,048. Manitoba came fourth with 128,552 days, and New Brunswick fifth with 100,361 days.

At the end of April this year, Ontario had 3,852 unemployed persons in training, Quebec had 2,911, New Brunswick had 1,997, and British Columbia, 1,018. Manitoba had 871 and Alberta 585, while all the other provinces had fewer than 500.

Apprenticeship Training

Training activity under the Apprenticeship Training Agreement continues to increase. This agreement, first entered into by the federal Government and the governments of the provinces in 1944, provides for the federal Government to share equally with the provinces in the costs of training programs for apprentices.

In the 1961-62 fiscal year, the number of apprentices registered with the Departments of Labour of the provinces that have programs under the agreement was 21,018, compared with 20,326 in the previous year. Training was given in more than 50 trades.

Federal contributions to the program totalled $2,160,853.59.

One prime objective in apprenticeship training, which has now been reached in a few trades, has been to enable journeymen qualified by interprovincial examination to move more freely from one part of Canada to another in accordance with the demand for labour.

Interprovincial examinations are now in use for five trades. The examinations for two of these trades were adopted by the provinces during the year.

Of the 21,018 apprentices registered at March 31, 1962, the largest numbers were being trained in motor vehicle repair (6,572), electrical construction (2,894), plumbing and pipefitting (2,297), carpentry (1,564) and sheet metal work (1,155). Other fairly large groups were: steamfitting (833), auto body and fender repair (737), hairdressing and beauty culture (717), and welding (708).

50 Years Ago This Month

Wages and prices continue to rise during spring of 1912. Some reductions in hours reported. Early experiment with daylight saving time ends after 2 weeks

Wages continued to rise during the spring months of 1912, especially in the building trades, and there were a number of cases of reductions in hours. The rise in wages appeared to be part of a general rise in prices in America and Europe.

The LABOUR GAZETTE for August 1912 reported that after an almost continuous advance during the previous 12 months, the Department of Labour's index of wholesale prices dropped two points in July, to 134.8 compared with 136.9 in June and 126.9 in July 1911. The index was based on the average level of prices during the decade 1890-99.

The GAZETTE published a table showing the movement of prices in Canada, Great Britain and the United States in 1911 and 1912. One of the two indexes used in Great Britain stood at 79.7 in 1911. By May 1912 this figure had risen to 85.3. One of two indexes used in the United States stood at 109.2 in 1911 and by June 1912 had risen to 120.4. For Canada, the index figures were 127.3 in 1911 and, as already mentioned, 134.8 in July 1912.

Examples of the wage increases and reduction in hours reported in the LABOUR GAZETTE were:

In Hamilton, 150 bricklayers got an increase of 5 cents an hour after a strike lasting six days. In Welland, 41 bricklayers got the same increase and at the same time had their hours reduced from 54 to 50 a week.

Plumbers in St. Jean, Que., got an increase of 50 cents a day. In Kingston, plumbers were given an increase of 20 cents a day and had their hours reduced from nine to eight; from May 1, 1913 they were to get $3 for an eight-hour day, representing an increase of 45 cents a day.

Trenchmen employed in sewer construction in Vancouver were allowed a reduction of five hours a week without change in wages.

Asbestos miners in the province of Quebec, numbering 450, received an increase of 25 cents a day.

Under a new five-year agreement, printers and web pressmen in Hamilton got increases of from $2 to $5 a week. Stereotypers in Winnipeg got an increase of $2 a week after a short strike.

Policemen in Toronto were given increases ranging from $25 a year for second and third class constables to $250 a year for the chief and the deputy chief. Civic employees in Vancouver got increases varying from $72 to $1,000 a year. Firemen in St. Thomas got increases of from $80 to $160 a year.

Industrial Fatalities

The LABOUR GAZETTE reported 108 fatal industrial accidents during July 1912. On July 1, seven labourers were killed when a derrick crane fell during construction of pulp mills at Kenogami, and four labourers were killed at the same place on July 25 as a result of the collapse of a trench in which they were working.

On July 23, four railway construction labourers were killed when dynamite exploded prematurely during blasting operations in a rock-cut on the line of the CPR near Maberly, Ont.

An early experiment in daylight saving in Orillia, Ont., which had been reported in the LABOUR GAZETTE of July 1912, came to an end abruptly in July. The mayor of the town had issued a proclamation asking the townspeople to put their clocks forward an hour on the evening of June 22, with the object of gaining an extra hour of daylight. About half the factories in the town, almost all the business people, and about half the population fell in with the plan, but the rest refused to do so.

The result was that there were two times, "Orillia" and "standard." This caused some inconvenience, "especially to boarding house keepers," as the GAZETTE said.

In its August issue, the GAZETTE said that in order to avoid further friction and confusion the Council had decided to abandon the plan after it had been in effect for two weeks. But "the Council at the same time expressed the conviction that the reform in time had been demonstrated to be feasible and, if generally adopted, calculated to improve conditions." A number of those who opposed the plan admitted that it would have worked satisfactorily if it had been generally adopted throughout the country.

"One outcome of the movement in Orillia is that a number of stores now close at 5 p.m., which, however, does not give the same advantages as the daylight measure, since it is not general," the GAZETTE added.

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Name Commissioner to Investigate Seaway Boycott, SIU

The Minister of Labour last month named Mr. Justice T. G. Norris of the Supreme Court of British Columbia as an Industrial Inquiry Commission to investigate the matters that led to a 30-hour disruption of shipping in the St. Lawrence Seaway System. The Minister's announcement was made 12 days after the shipping stoppage was ended by an injunction obtained by the St. Lawrence Seaway Authority. A boycott of ships with crews belonging to the Seafarers' International Union began July 5 and ended on July 6.

Such an inquiry was requested of the Government last May by the Canadian Labour Congress and compliance with this request was one of the aims of the boycott. On the second day of the boycott the Government announced that the investigation would be held and, at the same time, that the injunction was being sought.

The boycott by seaway workers, members of the Canadian Brotherhood of Railway, Transport and General Workers, went into effect simultaneously at the Welland, Cornwall and Beauharnois Canals, the St. Lambert-Cote Ste. Catherine Locks, and at Seven Islands, Que.

When the boycott began, William Dodge, CLC Executive Vice-President, said that ships manned by *bona fide* unions would be allowed unhindered passage. But at the Welland Canal ships with SIU crews moved into positions at both ends of the canal that effectively blocked all traffic.

The Canadian Labour Congress said the boycott was decided upon as a peaceful means to seek an end to "the intolerable harassment that its affiliated members have been subjected to while going about their lawful business."

The boycott and the CLC's demand for an inquiry were the culmination of what the CLC described as a "campaign of violence, harassment, picketing, holdups and boycotts of Canadian-manned ships in the Great Lakes ports and elsewhere" by the Seafarers' International Union.

The CLC said also that the boycott would end once an assurance had been received that the "reign of terror" had been ended and that Canadian vessels tied up in Great Lakes ports were being loaded and allowed to proceed to their destinations without unlawful hindrance.

(In both Canadian and United States ports, the SIU had been obstructing the loading of ships manned by members of the Canadian Maritime Union, the CLC-affiliated union that is attempting to wrest bargaining rights away from the SIU. On July 7, U.S. Secretary of Labor Arthur J. Goldberg announced that he and AFL-CIO President George Meany had persuaded the SIU to call off its boycott of the CMU-manned vessels.)

Assurance was also required from the Government that adequate measures would be taken to accede to the request for a full inquiry into the affairs of the SIU and into "the criminal acts that have taken place."

At the same time as he reported the SIU's agreement to cease picketing of Canadian ships in U.S. ports, U.S. Secretary of Labor Goldberg announced that he had appointed a public board to inquire into the dispute involving the SIU. The board was to report its findings and recommendations to Mr. Goldberg by August 1.

Besides investigating the circumstances leading to the disruption of shipping, Mr. Justice Norris was authorized to inquire into:

—The circumstances leading to the disruption of shipping in the Great Lakes System, including interference with the operation of the works and facilities of the St. Lawrence Seaway Authority.

—The denial of the use of port or other works and facilities to vessels calling at Canadian and United States ports on the Great Lakes System.

—The activities and internal operations of organizations of employees acting on behalf of employees engaged in shipping and work affecting shipping operations in the Great Lakes System including, without restricting the generality of the foregoing, the Seafarers' International Union of Canada.

—The relationship and any conflict that may exist between employers or employers' organizations and employees or organizations of employees in the shipping industry in the Great Lakes System.

—Any matters incidental or relating to any of the foregoing matters.

The appointment of Mr. Justice Norris was made pursuant to Section 56 of the Industrial Relations and Disputes Investigation Act, which provides that the Minister of Labour may make or cause to be made any inquiries he thinks fit regarding industrial matters and may do such things as seem calculated to maintain or secure industrial peace.

Productivity Council Sends Tripartite Team to Europe

The first Canadian labour-management-government mission to Europe, sponsored by the National Productivity Council, left on July 20 for a two-week visit to six European countries: Sweden, The Netherlands, West Germany, France, Belgium and England.

Object of the 13-member mission is to study European labour-management-government co-operation in productivity and economic development. Separate meetings will be held in each country with joint consultative bodies, government economic agencies, and national labour and management organizations.

The Council has been working toward closer co-operation between labour, management and government in Canada ever since its inception last year, stated H. George DeYoung, Chairman. It decided to send over a team of top Canadian labour, management and government officials to examine the European experience so that they could see for themselves how labour-management-government co-operation works in Europe and how it might work better in Canada.

"We also need to learn more about our European competitors to compete with them both at home and abroad," he said.

Labour members of the mission are: William Dodge, Executive Vice-President, Canadian Labour Congress; Jean Marchand, President, Confederation of National Trade Unions; John Carroll, international representative and Assistant to the Canadian Vice-President, International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers; and Larry Sefton, Director, District 6, United Steelworkers of America.

Management was represented on the mission by: J. Herbert Smith, President, Canadian General Electric Company Limited, Toronto; J. Claude Hebert, President, Transparent Paper Products Company Limited, Montreal; R. V. Yohe, President, B. F. Goodrich Canada Limited, Kitchener.

Government representatives were: Dr. George V. Haythorne, Deputy Minister of Labour; James A. Roberts, Deputy Minister of Trade and Commerce; and B. G. Barrow, Assistant Deputy Minister, Trade and Commerce.

Dr. G. Edward Hall, President, University of Western Ontario, represented education on the mission.

Seven members of the mission were members of the National Productivity Council, including E. F. L. Henry, Executive Director. Secretary to the mission was Jack Golding, NPC regional officer, Atlantic Provinces.

In his presidential address at the CLC's convention in April (L.G., June, p. 610), Claude Jodoin called for such labour-management study tours of Europe.

Winter Works Incentive Program Will Operate Again in 1962-63

The Municipal Winter Works Incentive Program will be continued again this winter on the same basis as last year, Hon. Michael Starr, Minister of Labour, announced last month. The program will run from October 15, 1962 to April 30, 1963.

Under the program, the federal Government pays one half the direct payroll costs of a municipality for approved works undertaken in winter time. Last winter's program was the most successful of any up to that time (L.G., July, p. 772).

GNP Continues to Advance In First Quarter of 1962

Canada's gross national product continued to advance in the first quarter of 1962. At a seasonally adjusted annual rate of $38.6 billion, it was about 2 per cent higher than in the fourth quarter of 1961, DBS reported last month.

There was some rise in prices, and gross national expenditure in constant dollars is estimated to have risen about 1.5 per cent.

About half the increase in the value of the GNP is statistical rather than economic, in that the estimate of this year's crop assumes a normal harvest in contrast to the poor harvest of last year.

Consumer spending was the major factor in the expansion of economic activity, recording one of the largest quarterly gains in recent years. By contrast, additions to inventories, which had spurred production in the fourth quarter of 1961, made no contribution to expansion in the first quarter of 1962. Government expenditures for goods and services, however, contributed to the rise in this year's first quarter.

A considerable increase in housing was partly offset by lower outlays for plant and equipment, so that gross fixed capital formation provided little stimulus. In addition, the deficit on current international transactions widened.

On the income side, there was a levelling-off in corporate profits following the 1961 expansion, and a continuing increase in labour income that has accompanied the upswing to date.

Newfoundland Federation Meets for 26th Annual Convention

The 26th annual convention of the Newfoundland Federation of Labour (CLC), held July 4-6 at Corner Brook, charged the Newfoundland Government with lack of co-operation and courtesy, and saw a controversy develop over affiliation with the New Democratic Party. Esau Thoms was re-elected unopposed as President for the third consecutive year, and the entire executive was returned to office.

CLC President Claude Jodoin delivered two major addresses at the convention, including the main speech at the opening session, which was attended by about 60 delegates and 25 guests.

Originally intended to be held at Gander, the convention was rescheduled for Corner Brook because of a labour dispute between the Hotel Gander and the Retail, Wholesale and Department Store Union (CLC). Other accommodation at Gander was insufficient to house the delegates and guests.

Convention Debates

An intense debate on the Federation's difficulties in placing its views before the Newfoundland Government broke out when Steve Neary of the Office Employees' International Union, Bell Island, asked what good it was to pass a resolution that could not reach the provincial Government, because the Federation was not even on speaking terms with it. The resolution in question requested the provincial Government to take steps to establish secondary industries on Bell Island to combat unemployment there. At this point President Thoms reviewed the Federation's relationships with the provincial Government. He said, however, that he would go to the provincial Government on Federation matters if the executive requested him to do so.

Failure of the Federation to arrange a meeting with the provincial Government, which had not replied to a written request, was deplored also in the executive council's report.

Divergent opinions on the value of affiliation with the New Democratic Party were expressed in another debate. Steve Neary proposed that the Federation dissociate itself from the political party, contending that this would facilitate the presentation of briefs to and their consideration by the provincial Government. James Walsh, NFL Eastern Vice-President, interjected that the Federation was not affiliated with any political party, and President Thoms said the Federation was not affiliated with the NDP.

Claude Jodoin

CLC President Claude Jodoin addressed the delegates twice.

Referring to the dispute between the province's doctors and the Saskatchewan Government over the Medical Care Insurance Act, he pointed out that hospital workers affiliated with the Congress had never gone on strike, although they had been tempted to do so.

In his major address on opening day, he deplored the tactics of the Seafarers' International Union against the CLC-affiliated Canadian Maritime Union, reviewed the dispute on the St. Lawrence Seaway, and urged immediate government action to settle the problem.

Defending the right of labour to enter politics, Mr. Jodoin added, however, that the Congress always reserved the right to criticize any political party, including the NDP.

Resolutions

Some of the resolutions passed by the convention included:

—A request to the provincial Government to establish job-producing secondary industries on Bell Island.

—Approval of the public health care plan introduced in Saskatchewan.

—A request to re-establish a merchant marine in Canada, subsidized by the federal Government.

—A request for a CBC television station in St. John's, and all other parts of the province now served only by a private station.

—A change in legislation and regulations to prevent decertification of a union before an order for certification is at least one year old.

—A request to delete Section 43A of the Labour Relations Act, which was interpreted that a strike could be made illegal under certain circumstances.

The Federation reiterated its stand for public medical care, for a health plan that would be "all-inclusive in scope, and fully financed out of taxes of general application."

The officers of the Federation were all re-elected. They are: Esau Thoms, President; Albert Ash of Bell Island and James Walsh of St. John's, Eastern Vice-Presidents; James C. Mullett of Gander, Central Vice-President; Calvin Normore of Corner Brook, Western Vice-President; and Larry Dobbin of St. John's, Secretary-Treasurer.

CNR-CBRT Agreement Merges Seniority Lists at Lakehead

A new consolidated agreement has been signed by the Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers. It amalgamates the four separate agreements that formerly covered clerical, express, cartage, and road transport employees at the Lakehead, and became effective on June 1.

The new agreement, which is the outcome of 14 months of negotiations, is an extension of a similar one reached in November of last year and covering the same classes of employees in the Edmonton district. That agreement was intended at the time to pave the way for a contract that would apply to the company's employees in these classes all across the country, amounting to more than 20,000 (L.G., Dec. 1961, p. 1215).

The main effect of the new agreement is the combining of seniority lists that were formerly separate. When seniority lists were separate it was impossible to relocate displaced workers from one group into another, even though employees were being taken on in one group while they were being laid off in the other.

Agricultural Vocational Training Subject of New Publication

The number of persons enrolled in publicly-sponsored technical and vocational agricultural courses in Canada in 1959-60 amounted to only 3 per cent of the agricultural labour force. On the other hand, in the United States, in 1958, the number of students enrolled in vocational agricultural programs assisted by the federal Government was equal to 13 per cent of the farm labour force in that country.

This point is brought out in a new Department of Labour publication, prepared by the Economics and Research Branch, as evidence of the meagreness of agricultural education in Canada in comparison with what is being done in the U.S.

The bulletin, entitled *Vocational Training Needs in Canadian Agriculture,* is No. 5D in the series issued under the Research Program of the Training of Skilled Manpower. It is a report of a survey based on personal interviews conducted across Canada, and in two places in the United States, by a team of research workers for the Skilled Manpower Training Research Committee. A preliminary report of the survey was given at the 2nd meeting of the National Technical and Vocational Training Advisory Council in November last year (L.G., Dec. 1961, p. 1214).

The bulletin is divided into five chapters: I—Introduction; II—Trends in Agriculture and their Implications in Training; III—Present Training Programs—Effectiveness, Limitations, Recommendations; IV—Areas of Training Which Should Be Developed Further; and V—Concluding Observations and Proposals.

The fourth chapter deals with the question of training for young people, training for adults, and training for instructors. The fifth chapter deals with new training programs and changes required in connection with the training of adults, young people, and instructors.

An outline of two agricultural training programs being carried out in the United States—the Minnesota Vocational Agricultural Program and the New York Agricultural and Technical Institute Program—is given in an appendix.

Department Publishing New Vocational Training Quarterly

The first issue of a new quarterly publication, *Technical and Vocational Training In Canada,* has just been issued by the Department of Labour.

The periodical is intended to provide information on the progress of training in Canada under the Technical and Vocational Training Assistance Act, passed in December 1960, which provided for a great increase in federal assistance to the provinces in the training of young people and adults.

Business, Professional Women Hold 18th Biennial Convention

"The Role of Women in the Public Life of Canada" was the theme of the 18th biennial convention of the Canadian Federation of Business and Professional Women's Clubs, at St. Andrews-by-the-Sea, N.B., from July 9 to 13. Some 450 delegates and observers attended.

Mrs. Esther Peterson, U.S. Assistant Secretary of Labor and Director of the Women's Bureau; Miss Mary Louise Lynch, of the National Parole Board; and Miss Marion Royce, Director of the Women's Bureau, federal Department of Labour, addressed the meeting. Miss Royce also acted as resource leader for a workshop on "The Role of Women in Canada's Working Force."

After the convention, some of the delegates attended the Congress of the International Federation of Business and Professional Women's Clubs, at Oslo, Norway, from July 25 to 31. About 50 Canadians in all were present.

Labour Day Messages

Hon. Michael Starr, Minister of Labour

Labour Day 1962 finds unemployment significantly reduced from a year ago, and continued improvement in employment, wages and working conditions. This is gratifying to all Canadians, since employment, wages and working conditions are of fundamental importance.

Over the years Organized Labour has kept a watchful eye on a wide variety of subjects affecting the well-being of the country and its people, and every year the central labour bodies present their views to the Government.

Management organizations have also presented their views on employment and industrial relations to the Government; these views, too, have been taken into consideration in developing policies and programs of action in the labour field.

In fact, many of the steps taken by the Government in the past few years have had the effect of putting proposals made by responsible union and management bodies into action.

The scope of the Municipal Winter Works Incentive Program, for example, has been broadened to increase off-season employment, incentives have been provided for new industries in areas of surplus manpower, export credits to facilitate the export of Canadian products have been increased, and various steps have been taken to expand the public sector of the economy.

For the past several years the Government has followed a policy of temporary deficit financing. The Government introduced this policy because it was essential to stimulate the economy. Our primary objective has been to create more jobs—to keep Canadians at work. If we had failed to take positive action, thousands who have jobs today would now be unemployed.

Labour, along with all responsible national bodies, has recognized the pressing need for more educational facilities, particularly for vocational and technical training, to fit increasing numbers of young people for the complex jobs of modern industry.

To meet the rapidly developing need we offered to pay 75 per cent of provincial costs for new vocational, trade and technical schools and extensions to existing schools, until March 31, 1963. By July of this year, 440 school building projects were underway or completed. The cost of these projects will total $395,000,000, of which the federal Government's share will be more than $256,000,000, representing more than 10 times the federal expenditures in this field over the previous 16-year period.

We have concentrated much effort and much expenditure on programs such as these, designed to provide jobs now and to ensure increased employment in the future. Organized labour has commended these activities—it has in fact often urged us to extend them further.

At the same time we have not neglected our old people, our veterans, or the needs of the provinces. We have kept our international commitments and we have managed to assist other countries as well.

All this has meant the expenditure of money—a great deal of money—but in five years it has helped to create work opportunities for over 500,000 more Canadians.

Now, with employment increasing and with the country experiencing a high degree of economic activity, we have introduced measures to consolidate and strengthen our economic position in Canada and abroad. These measures are designed to maintain the strength of the Canadian dollar, to arrest the drain on foreign exchange reserves and to bring imports and exports into closer balance.

Our future prosperity depends to a large extent on our ability to meet growing competition for markets. This means greater efficiency and higher quality in production. There is encouraging evidence that, through the National Productivity Council and the efforts of the more than 1,500 Labour-Management Committees, these objectives are being pursued by the partners in production more seriously than ever before.

I am sure that through co-operation we can surmount any difficulties, now or in the future. This requires sustained effort by all Canadians. I am confident that, with a clearer recognition of its vital need, we can count on "Teamwork in Industry".

Claude Jodoin, President, Canadian Labour Congress

Labour Day is a time when trade unionists naturally focus their attention on the objectives of our movement. Throughout the years, our primary objective has always been the provision of a better life for all, but the means by which improvements can be made change with the times.

It is natural that organized labour has had to concentrate much of its effort on bettering wages and working conditions, and this continues to be a basic function of our unions. At the same time we are well aware that great improvements in living standards can be obtained through social programs. Advances in the field of social legislation, for example, can bring great benefits not only to union members but to all people. This is important to us because the labour movement is not a selfish organization.

The social improvements which we, as Canadians, enjoy today have come slowly and in the face of strong opposition. At every stage there have been forceful influences which would halt social advances or turn the tide backward. This condition exists today, and this is a time when we must meet such opposition with all the force at our command.

This is no time for us to slip back; this is rather a time when we must move forward. The provision of a steadily improving standard of living and a better life for all the people is the one way by which we can prove that the democratic system which we support meets the needs of the people. If our system fails to meet this qualification, then it is doomed.

We are at a stage in our history when a good deal of attention is being focused on social legislation. This is timely. There is need in Canada today for a full-scale review of the whole system of social security so that we can more clearly define our present position and plan our future. There is a very real need to fill gaps in our social security system and to unify the program as a whole.

We must have a much more carefully planned approach to our program for meeting the needs of older people. We are well aware that, in the face of the sweeping changes now taking place in many industries, earlier retirement is likely. This trend could lead to years of greater happiness for many older people—but only if their basic needs are assured. The present old age pension plan should be revised to make pensions payable at 65 years, without a means test; pensions should be increased to $75 a month and should have built-in protection for pensioners against price increases.

The old age pension plan alone is, however, not sufficient to meet the needs we are going to face. Plans should be launched immediately for the creation of a national contributory pension plan, related to earnings and portable so that workers changing their jobs would retain their interest in the plan.

Public attention has recently been focused on the fact that Canada is one of the few advanced countries that has failed to provide a comprehensive medical plan for its people. We need a health program that is available equally to all, that provides the most comprehensive type of services of high quality, that encourages medical education and research, and that is free from the dominant control of any particular interest group.

There is need now for a review of family allowances. We are all aware of the increased emphasis that has been placed on the need for education. If children are to stay in school longer—and we certainly hope they will—this will increase the financial burden on families. In fact, in many cases the length of school training a child receives will be determined by the family's resources. To meet this condition, allowances should not stop at 16 years, as at present, but should be extended up to 21 years for children still attending school.

Many other aspects of our social security program need bringing up to date to meet today's conditions. The opposition that is now being heard about such changes is the same kind of opposition that was expressed at suggestions that there should be free compulsory education, unemployment insurance, workmen's compensation, and old age pensions. Today all of these provisions for meeting the needs of people have become an accepted part of our social fabric. Yet the opposition to them was every bit as bitter and as strong as is the opposition to social change today.

While it is natural that our attention centres largely on matters within our own country, we must not lose sight of the vital world situation. It is regrettable that another Labour Day has come without any marked easing in the severe international tensions that have now existed for so long.

We, as a labour movement, must continue to press for policies that will lead to an easing of these tensions and that will contribute to world peace. The spirit of

brotherhood on which the labour movement is founded is not one that can be restricted by international borders. We cannot rest until all men share in bread, peace and freedom.

At the same time we can make a great contribution to world freedom and democracy by establishing the highest possible standards here in Canada. We may be proud that labour has always been in the forefront of efforts to gain improvements for all people. We must maintain that position. Let us make Labour Day 1962 a day of dedication to that end.

Jean Marchand, General President, Confederation of National Trade Unions

(*Translation*)

The inertia of Canadian authorities and leaders of our economic life in the face of our problems may cause the nation to fall into the worst depression it has ever known.

While most of the industrialized western countries have, since the last war, reconstructed their economies so as to obtain maximum production and development, we in Canada are still imputing intentions to the progressive elements and upholding hackneyed concepts of another generation.

To try to make people believe that the dilemma facing Canada is the choice between free enterprise and socialism is close to deceit and irresponsibility.

Workers have not yet come to discussing ideological issues. They want solutions to their problems, and these problems are: full employment, adequate economic development, peace in the world and a better distribution of wealth. The year just ended does not show that we have even begun to solve these problems.

Contrary to common sense and to approved techniques in economics, the federal Government has decided to offer us, as a remedy to some of our troubles, tight money and austerity, which can only make our difficulties worse than they are now.

The future is not bright and we will again this year celebrate Labour Day in distress, as we see nothing at hand to give us any hope.

As we have done in the past, we are again offering to co-operate with governments and employers so that jointly we may try to achieve together what we are powerless to do alone.

A. A. Hutchinson, Chairman, National Legislative Committee, International Railway Brotherhoods

As we approach another Labour Day the working people of the world are grateful that there has been no major military conflict in the world and that the uneasy peace which prevailed a year ago seems to have become somewhat easier.

The past year has seen some improvement in the employment situation in Canada but the outlook, with curtailment of government spending on public works and other projects, does not augur well for a continued improvement.

Disposal of the surplus grain that was held in Western Canada, as well as present prospects for at least a fair crop this year, is cause for reasonable optimism in Western Canada. The prosperity of Western Canada has a definite influence upon the welfare of the railways and the railway employees; for this prosperity Railway Labour is grateful.

Mechanization of railway operation continues to expand, and as it expands, the need for railway labour continues to diminish, thus aggravating the already critical unemployment situation.

We have come through a federal election that has left the country with a confused situation at a time when we need a strong and stable Government. The result of the election is cause for concern to all those who have the welfare of Canada at heart.

It is to be hoped that good sense and good judgment will prevail in the forthcoming session of Parliament so that the interests of Canada may be placed ahead of the interests of party.

Organized Labour has the welfare of Canada as its main objective and I feel quite sure that it can be depended upon to do everything within reason to further that welfare, so that the future may yield the rich rewards which are the right of all the people of the nation.

The promises of prosperity and happiness can be achieved by the joint efforts of all phases of our society and only by their fullest co-operation; this should be the objective for the coming year.

Human Consequences of Industrialization

Summaries of addresses by Prince Philip, Right Honourable Vincent Massey and Dr. W. A. Lewis delivered at the Duke of Edinburgh's Second Commonwealth Conference on the human consequences of the changing of industrial environment

Although a prosperous country, a successful business and happy community are valuable in themselves, all must ultimately be judged by their effect on individuals, H.R.H. Prince Philip, Duke of Edinburgh, said in his keynote address at the opening of the Second Commonwealth Study Conference (L.G., July, p. 772).

"The important thing, to my mind, is to recognize those factors in the changing environment which cause human misery, and plan them out of future developments as much as possible," he said. "If at the same time you succeed in planning in those features which make for human contentment, so much the better."

Prince Philip served as President of the Second Conference, as he had at the first. Chairman of the Conference was Rt. Hon. Vincent Massey, former Governor-General, who also spoke at the opening session in Montreal on May 14. Another opening day speaker was Dr. W. A. Lewis, Vice-Chancellor of the University of the West Indies.

In referring to the origins of the first conference, Prince Philip said that two developments in the Commonwealth had caused him to think seriously about such a meeting.

"In the first place, while the purely industrial side of the developments, such as design, layout, and equipment of the factory or the mines, was done using all the latest techniques, the provision for the community which was going to operate the industry varied very greatly. In some cases a lot of thought had been given to the planning of the community, in others it was rather obviously only a secondary consideration.

"It occurred to me that while it was obviously not possible to lay down the law about how communities should be developed, at least there was plenty of evidence in most countries how it should not be done."

The second point that struck him, Prince Philip went on to say, was that with the rapid advance of industry in the Commonwealth, agricultural nations were on the verge of becoming industrialized, and would be "going through the pangs of readjustment which industrialization makes necessary.

"It seemed to me that if these thoughts came to me during these journeys it might be a good idea to expose people with experience in industry, and with prospects of authority, to the same kind of treatment, in order to give them a chance to take a broad view of their responsibilities during the process of industrialization or during the further development of existing industrial communities."

Canada had many examples to offer of the problems created by industrial development, he said. "There are old, well-established industrial and commercial centres like Montreal and Toronto; there are old, single-industry towns, some coping with problems of expansion and diversification, and some with contraction.

"There are new towns built to serve mining operations in the far north, like Schefferville, or to serve an industrial process like the smelting of aluminum at Arvida and Kitimat. There are towns where the mines are worked out and only the old people hang on, and new towns where there are no old people at all. Other communities are centres of great agricultural areas."

In his address to the closing session of the Conference, in Vancouver on June 6, Prince Philip said:

"It is up to people like you to make certain that mankind retains responsibility for, and control of his environment, and does not let the world slide into a state of confusion merely for lack of thought or foresight."

Whatever use they made of the experience gained during the Conference, he went on, "I would only ask you one thing: To remember that whenever you are responsible for taking a decision in your industry or community, it is going to react on people." This was the crux of the Conference, he said.

Growing population, greater centralization of control of industry and commerce, growing mechanization and automation made the individual less and less important. "Progress means nothing unless people come along with it of their own free will. Efficiency is merely another name for tyranny unless it is consciously achieved by the voluntary actions of groups of human beings."

Canadian experience had taught the delegates many lessons, the Prince continued, and perhaps the most important of these was that "a high standard of living does not insulate communities from the harsh problems of industrialization which are experienced in every part of the Commonwealth.

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"The main lesson you seem to have learned about both communities as well as industries is that expediency is a bad way of working for the future. Only careful study, careful planning and resolute execution all the time, and not just by fits and starts, can prevent the worst mistakes and the worst results of industrialization," he pointed out.

Canada offered a valuable example to the rest of the Commonwealth in its treatment of minorities, he said; but he remarked that minorities must take part in the life of the community and not simply keep to themselves.

"The basic difficulty of the minorities is to avoid living solely in the past instead of allowing their culture to develop parallel with that of the majority," the Prince continued. "Any human organization that remains static eventually disintegrates."

Referring to education as another subject that had received the careful attention of the Conference, he said that "the need for education to be directed toward the needs of science, industry, commerce and so on" had been emphasized; but that this raised "the age-old argument between vocational education and the general development of the individual as a person and a citizen."

"I don't pretend to know what the proper balance should be," Prince Philip said, "but every country must work to achieve such a balance, so that the demands of the material world are met without ignoring the heritage of thousands of years of human spiritual and cultural endeavour."

Rt. Hon. Vincent Massey

As a result of pioneer habits of living, we in Canada have all too often not built for beauty or permanence, and "the atmosphere of our towns still often suggests that of the mining camp or the logging drive," said Rt. Hon. Vincent Massey in his address to the Conference.

"We have often ignored the long-term aesthetic and social needs of town planning, in order to pursue immediate economic ends. We have given to our communities, not the fine squares and noble public buildings and pleasant urban parks which belong to peoples who have known better how to embellish life, but have surrendered too fully to those means of transportation upon which of course our livelihood and survival have depended. In a way perhaps unsurpassed even in the United States, we have worshipped first the railway and then the automobile," Mr. Massey said.

He went on to point out that what transportation and construction will do to our urban scene is by no means settled yet. Much the most important phase of our industrialization belongs to the past 20 years, but the biggest changes are yet to come. Within the next two generations we shall probably undertake as much new building as there has been in this country since the beginning.

"Our secondary and service industries are expected to take corresponding strides forward. And we have begun to face the problem of fostering the human resources which we have often neglected in the past.

"But the full powers of an industrial society are still before us," the speaker continued. "To a degree not found in more industrialized nations, we still have it within us to decide what kind of society we are to be and how we may guide the economic and cultural revolution we have begun to face."

Contrasting business and labour in Canada with business and labour in the United States, Mr. Massey intimated that financial and industrial concerns in Canada were characterized by "prudence" and "moderation," that Canadians were sometimes criticized for "a lack of boldness and imagination and the will to live dangerously. . . .

"One result of this caution and of the limited amount of money for investment available in Canada is that the great majority of ventures requiring large quantities of capital have been undertaken by non-Canadians and particularly in this century by Americans."

Mr. Massey went on to say that the influx of American capital and American entrepreneurs had been "of immense economic benefit to this country," and he deprecated the fear that this benefit was being bought at the cost of future political independence. On the contrary, he thought that "the financial and industrial stimulus we have thus received may well have been one of those things which have enabled us to assert our political independence so effectively."

Mr. Massey went on to speak of the handicaps imposed by "our loose federal constitutional structure, with immense reserves of power vested in the provinces." This made it particularly difficult to tackle the problems "which come from rapid industrialization, problems which are national in scope, but provincial in constitutional terms.

"The big problems are not ones which can really ever be settled and 'fixed' by some magic formula, some act of revolution, some political system," Mr. Massey

said at the conclusion of his address. "They are the problems we must teach ourselves to live with, just as all peoples, for the first time in human history, are now simply forced to learn to live with one another, if we are to survive at all. . . ."

Dr. W. A. Lewis

Industrialization comes in three stages, and the first one is the most trying, Dr. Lewis told the delegates in an address in which he spoke up in defence of industrialization, capitalism, and democracy.

"The early decades of industrialization are always a time of troubles, presenting the paradox that though society is growing richer, it simultaneously grows angrier, and most angry at the points where most development is taking place," he said.

This first stage of industrialization begins "when money-making is given its head," he went on. "Capitalists challenge the old rulers. They insist on making new laws to protect persons and property. They demand administrative reforms. They seize a share, even the dominating share in the government. They even change the national ideology. Profit-making, which in most religions is slightly immoral, comes to be sanctified as a reward for enterprise."

Industrialization gives rise to unrest on account of the unemployment brought about by development and the efforts of those in one sector of the economy to keep up with cost increases generated by development in other sectors, Dr. Lewis explained.

Once the first phase has passed, however, "social peace" is restored as a logical result of the advance of economic development. This comes about from several causes, he said.

"Industrialization abolishes one of the causes of social strife by abolishing economic misery. In face of rising national output per head, slums, famine, early mortality, ignorance, and other great social evils are rolled away.

"In the early phase of industrialization men worry about whether their children will die of hunger; in the later phase they worry about whether they can maintain the payments on their television set."

Another result of economic development is the lessening of the number of significant human differences, Dr. Lewis explained. He attributed the growth of religious and racial toleration to "the evolution of an economic system which rewards primarily by performance, and not by affiliation, and which, in doing so, has reduced conflicts of race, religion and tribe to the significance of children's games."

The third great consequence of industrialization is development of equality and the abolition of social classes, the speaker contended. "Industrialization takes the humiliation out of the lives of the masses of the people."

Dr. Lewis warned the delegates, however, many of whom were from the new states of Africa and Asia, that democracy is on trial in these countries. But he thought that their troubles would prove to be temporary, "and that the very forces which have created them, the forces of economic development, will also take us through to relative calm."

Regarding Communism, he said that "Marxist revolution may be a necessary prelude to reform in countries dominated by reactionary landlords, as for example in one or two Latin American countries." But, he argued, such revolutions were not necessary in capitalist countries, "since capitalists can be made to yield by other pressures."

Dr. Lewis rejected the theory that in the new nations economic development can be achieved only under a dictator. "The kind of social peace which we seek to reach is one where people accept their political system because they have hope and confidence that their aspirations can be met within that system," he said.

To establish such a system there must be "democratic leaders who will rise above sectional interests" and "a devoted administrative class." Given these, "the relative peace which the developed countries took a century to win can be achieved by us in two generations," Dr. Lewis declared.

Baker Foundation for Blindness Prevention

Canadian National Institute for the Blind sets up E. A. Baker Foundation for Prevention of Blindness in recognition of outstanding service of Col. E. A. Baker, who has retired as Managing Director of the Institute after 42 years

After 42 years of service to the blind in Canada, Col. E. A. Baker, O.B.E., M.C., Croix de Guerre, B.Sc., LL.D., retired at the end of June as Managing Director of the Canadian National Institute for the Blind. Col. Baker has devoted most of his life to the development of services for the blind and to prevention of blindness programs.

In recognition of his outstanding service, the CNIB has set up the E. A. Baker Foundation for Prevention of Blindness.

This year is Prevention of Blindness year, dedicated to directing public attention to visual health, and being observed in 109 member countries of the World Health Organization.

The Baker Foundation will assist in many prevention of blindness projects. It will provide fellowships and scholarships to encourage young doctors to study ophthalmology. There is an ever-growing need for more eye doctors in Canada. At present there are only 250 certified ophthalmologists in this country.

A grant of $3,000 to the University of British Columbia for this purpose was made during the past year. Ophthalmic research will also receive support from the Foundation.

Provision of special equipment required by eye specialists will be another undertaking of the Foundation. During the year the CNIB made a grant of $4,000 to the University of Toronto to supply four microscopes for use in teaching in the Department of Ophthalmology at the University. This is in addition to two fellowships of $2,000 each presented annually by the National Council and the Ontario Board of Management.

Grants to encourage and assist nurses to take special training in ophthalmic nursing will also be provided by the Foundation.

The Foundation will provide research grants to the Eye Bank of Canada to study ways of restoring sight to more blind Canadians. Some 600 persons have already benefited from this service. The Baker Foundation will aid the expansion of the low vision clinic in Toronto, which has improved the vision of many Canadians who could not be helped by ordinary lenses. Through special grants to these and other services of prevention, the Baker Foundation will aid in the promotion of visual health across the country.

Although Col. Baker worked untiringly for the betterment of services for the blind in Canada, he did not confine his interests to his own country. He is now serving his third term as President of the World Council for the Welfare of the Blind, which seeks to aid the sightless in more than 40 countries. He was interested in the formation of the Royal Commonwealth Society for the Blind, London, England, which now serves the blind in the underprivileged countries of the Commonwealth. The Baker Foundation will assist, to some degree, prevention of blindness programs now underway in underdeveloped countries.

Blinded himself during the First World War, Col. Baker has maintained an active interest in veterans' affairs. He is Honorary Chairman of the National Council of Veterans Associations in Canada, Honorary President of the War Pensioners of Canada, a Life Member of the Canadian Legion and the Army, Navy, and Air Force Veterans in Canada. He was Vice-President and later Secretary of the Sir Arthur Pearson Association of War Blinded for more than 30 years.

Col. Baker was the first recipient of the Helen Keller Award for outstanding leadership at international levels. The award was presented by Helen Keller herself in New York in 1960.

With the passing of the Vocational Rehabilitation of Disabled Persons Act, the Minister of Labour appointed Col. Baker as a member of the National Advisory Council for the Vocational Rehabilitation of Disabled Persons as a representative of the voluntary agencies. During the past ten years Col. Baker has given outstanding assistance to the Government of Canada in the development of plans for vocational rehabilitation of disabled persons.

Wally Kennedy, blind for the last 15 years, has just completed ten years of what his employers describe as "very satisfactory" service at the Canadian General Electric plant in Barrie, Ont. Wally is employed at tasks requiring skill and careful workmanship.

At present he is engaged in sandblasting the sole plates of electric irons.

OECD Seminar on Age and Employment

Hope of sponsors was to obtain positive suggestions that could be laid before the bodies, national and international, that could take action on them. Two Department of Labour officials among the specialists invited to participate

Under the sponsorship of the Organization for Economic Co-operation and Development (OECD) a five-day seminar on age and employment was held in Stockholm, Sweden, from April 15 to 19 this year. Participation was by invitation to specialists from various countries, mostly European, and representatives from 13 nations attended. Canada and the United States sent representatives.

Attending from Canada were Ian Campbell, National Co-ordinator, Civilian Rehabilitation, Department of Labour, and Chairman, Interdepartmental Committee on Older Workers, and Dr. Gil Schonning, Assistant Director, Economics and Research Branch, Department of Labour.

The seminar was convened to provide positive suggestions that could be laid before those bodies—both national and international—that might be in a position to act upon them. The two principal areas of discussion were employment and research.

Topics discussed included: attitudes toward age and employment and toward premature retirement; psychological reasons for unemployment; aging and working capacity; problems of measuring functional age and assessment of fitness; vocational training and retraining; training for retirement; the effect of pension regulations and the relationship between pension schemes and attitudes toward retirement; the need for further research; the need for public education to eliminate age-discriminatory practices; and many other related aspects of the problem.

Four Proposals

One paper presented at the seminar outlined four practical proposals for alleviating the employment problem for older persons. The paper proposed that:

—attempts be made to alter working conditions so that they were better suited to the capabilities of older people;

—efforts be made to find the aging worker a new job that is physiologically, psychologically and socially better suited to his capabilities;

—in dealing with the problem, thought be given to the procedures for guiding workers and transferring them to other jobs, with consideration given to the facilities that would enable the older worker to do his new job properly;

A final obvious point was the importance of wage considerations in the employment of aging workers.

The following six conclusions were agreed upon as representing satisfactorily the main results of the deliberations:

1. There was satisfactory evidence that in all participating countries a new and growing problem existed concerning age and employment. Those involved were in the second half of their working lives—above the age of 40 years.

2. The present nature and extent of the problem in a particular country is a complex function of its population structure and trends, its labour market economy, its rate of technological change, and its social and educational pattern.

3. Three specific problems could be distinguished and, although related, should be given separate attention. These were:

—The effects on men and women beyond the mid-point of their working lives of recent acceleration in the rate of technological change. These effects were principally those of increased stress and difficulty of re-employment.

—The transitional phase around the usual pensionable ages, in which men and women were, in general, still capable of socially useful activity whether remunerated or voluntary, while probably not fully capable of continuing further their previous full-time employment.

—The phase—essentially a new one for the majority of the working population—in which many years must be spent in full retirement.

4. The problems faced by those usually described as the unskilled and semi-skilled, whether in factory or office, were found to be generally much greater than those faced by the skilled or highly-trained persons.

5. The chronological age of a person is a highly unsatisfactory measure of his occupational utility and adaptability.

6. The communication of facts obtained by research workers in a variety of disciplines to those in government, in management and in the trade unions, who alone can implement them, appears not to have been highly successful to date.

U.N. Commission on the Status of Women

16th session deals with several subjects relating to women's position within the labour force; vocational guidance and training, equal pay, retirement age

At its 16th session, held March 19 to April 6, the United Nations Commission on the Status of Women dealt with several subjects relating to women's position within the labour force.

Vocational Guidance and Training—Commission members agreed that vocational guidance and training were the key to the economic advancement of women workers. Professional classes are fairly well served with vocational guidance and training courses but very little training is available for clerical and unskilled jobs, in which the greatest number of women are.

Delegates expressed the view that adequate guidance in the choice of jobs and training was of vital importance not only for girls seeking their first job but also for older women re-entering the labour force.

In a resolution, member states were urged (a) to consider how to improve the vocational guidance and vocational and technical training of women and girls and to achieve free educational facilities in that field, (b) to ensure men and women equal access to existing vocational and professional schools, (c) to establish new centres, where necessary, for vocational and professional training of men and women on the basis of equality and (d) to encourage on-the-job vocational training of women in industrial and other establishments.

The Commission expressed the hope that the ILO Panel of Consultants on the Problems of Women Workers will discuss vocational guidance and counselling at its next session and that the ILO will place the subject on the agenda of an early session of its General Conference.

Equal Pay for Equal Work—It was reported that 39 countries had ratified the ILO Convention (No. 100) concerning equal remuneration for men and women workers for work of equal value. The long-term trend in respect to equal pay was encouraging.

In the Commission's debate on this subject, the members stressed the following obstacles to full acceptance of the principle: lack of objective analysis of job content and lack of simple job evaluation methods; inadequate vocational guidance and training; lack of child care facilities, which increases absenteeism among working mothers; the cost of maternity benefits, which the employer tends to charge as wages; the existence of special categories of "typically feminine work"; and women's acceptance of lower wages, especially in the developing countries.

A resolution was passed requesting member states who had not already done so to ratify ILO Convention 100 and also to implement the provisions of the companion Recommendation (No. 90). Voluntary organizations, both national and international, were urged to advocate equal pay in all their activities and to work for equal pay legislation and practical application of the principle.

Age of Retirement—Complying with a resolution passed at the Commission's 14th session (L.G. 1960, p. 594), the ILO undertook a global study of the age of retirement for women and their rights to pension. In its study, the ILO had considered the age of retirement in the light of information from biologists, public health experts, doctors, psychologists and industrial personnel specialists.

To give members time to consider the ILO report thoroughly, the Commission decided to defer discussion until the 17th session.

Children of Working Mothers—The Commission considered a report of a seminar on creches and day nurseries sponsored by the International Children's Centre, Paris (L.G., July, p. 829). Differing opinions were expressed, depending on the social and economic situations of the member countries. It was generally agreed, however, that "Female employment is a social fact against which it is naive and useless to protest."

Members thought: there was need for improving the quality of existing institutions; the financing of creches and day nurseries should be from public funds, from private capital or funds supplied by non-governmental organizations according to the economic, social and cultural structure of different countries; and the scope of help to working mothers should be widened to include other aids such as home helps and visiting nurses.

A resolution was passed requesting that information on the most important approaches and facilities to assist working mothers in the care of their children be obtained from WHO, the ILO and the International Children's Centre for the 18th session of the Commission.

Latest Labour Statistics

(Latest statistics available at August 15, 1962)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force (a) (000)	July	6,877	+ 1.9	+ 2.0
Employed (000)	July	6,569	+ 1.8	+ 2.8
Agriculture (000)	July	746	+ 8.6	− 5.8
Non-agriculture (000)	July	5,823	+ 1.0	+ 4.0
Paid workers (000)	July	5,359	+ 1.1	+ 4.5
At work 35 hours or more (000)	July	5,141	− 8.0	+ 3.4
At work less than 35 hours (000)	July	580	− 13.7	+ 5.6
Employed but not at work (000)	July	848	+ 341.7	− 2.3
Unemployed (000)	July	308	+ 2.3	− 13.0
Atlantic (000)	July	46	+ 2.2	+ 7.0
Quebec (000)	July	109	+ 3.8	− 10.7
Ontario (000)	July	94	+ 2.2	− 16.1
Prairie (000)	July	26	0.0	− 29.7
Pacific (000)	July	33	0.0	− 17.5
Without work and seeking work (000)	July	292	+ 0.7	− 12.3
On temporary layoff up to 30 days (000)	July	16	+ 45.5	− 23.8
Industrial employment (1949=100)	May	121.0	+ 3.7	+ 3.2
Manufacturing employment (1949=100)	May	113.4	+ 2.7	+ 4.6
Immigration	1st 6 Mos. 1962	34,061	—	− 7.4
Destined to the labour force	1st 6 Mos. 1962	17,214	—	− 6.9
Strikes and Lockouts				
Strikes and lockouts	July	47	− 11.3	+ 14.6
No. of workers involved	July	16,775	+ 15.3	+ 90.1
Duration in man-days	July	133,650	− 48.7	+ 41.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	May	$ 80.76	+ 0.7	+ 3.5
Average hourly earnings (mfg.)	May	$ 1.89	0.0	+ 2.7
Average hours worked per week (mfg.)	May	41.0	+ 1.0	+ 1.2
Average weekly wages (mfg.)	May	$ 77.50	+ 1.3	+ 4.1
Consumer price index (1949=100)	July	131.0	+ 0.4	+ 1.6
Index numbers of weekly wages in 1949 dollars (1949=100)	May	142.3	+ 1.0	+ 2.9
Total labour income $000,000	May	1,674	+ 3.4	+ 7.1
Industrial Production				
Total (average 1949=100)	June	194.9	+ 3.5	+ 8.8
Manufacturing	June	176.0	+ 4.6	+ 9.2
Durables	June	178.5	+ 4.5	+ 12.8
Non-durables	June	173.9	+ 5.0	+ 6.1

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (More than 35,000 households chosen by area sampling methods in approximately 170 different areas in Canada are visited each month.) The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that was employed or unemployed during the survey week.

Employment and Unemployment, July

Employment rose by 118,000 between June and July. The increase was somewhat larger than usual for the month in the non-farm sector of the economy; there was also an increase in farm employment but it was much less than seasonal.

Employment in July totalled 6,569,000, which was 180,000 higher than in July last year.

Unemployment remained virtually unchanged during the month. It totalled 308,000, compared with 301,000 in June. The July unemployment total was 46,000 lower than a year earlier.

The unemployment total in July was 4.5 per cent of the labour force, compared with 5.2 per cent a year earlier.

The estimated labour force in July was 6,877,000, an increase of 134,000, or 2.0 per cent, from a year earlier.

The increase during the month in the total labour force and in the number employed was accounted for almost entirely by a further influx of students into the labour market. An estimated 173,000 teenagers were added to the labour force, most of whom found work. This addition was partly offset by the seasonable withdrawal of a significant number of married women from the labour force.

Employment

Seasonal requirements of agriculture were somewhat smaller than in previous years, but nevertheless accounted for half of the net increase in employment from June to July.

The advance in non-agricultural employment stemmed mainly from increased activity in construction, transportation, and trade. Employment in the service industry showed little change during the month, whereas it normally registers a sizable decline.

Manufacturing employment was at about the same level as in June. It was seasonally retarded by layoffs for model changeover in the automobile industry. But virtually all other manufacturing industries were considerably busier than at this time last year.

Employment in July was 2.8 per cent higher than in July 1961. Non-farm employment was 4.0 per cent higher. The main increases were 84,000 in service and 71,000 in manufacturing. Smaller gains took place in construction, transportation, and mining.

Seasonal labour requirements in agriculture were much lower than usual in July, particularly in Ontario. Compared with a year ago, farm employment was lower in the Atlantic, Quebec and Ontario regions; there was little change in the western regions.

Non-farm employment was substantially higher in all regions than a year earlier. Gains ranged from about 3 per cent in the Atlantic region to better than 5 per cent in Quebec.

Unemployment

Between June and July, the number of unemployed showed no appreciable change. In comparison, the change in unemployment between June and July over the past five years has varied from an increase of 15,000 to a decrease of 29,000. Virtually all of the 46,000 year-to-year drop in unemployment was among unemployed men, and all of the decrease was among those 20 years of age and over.

About two thirds of those unemployed in July had been out of work for three months or less. Another 12 per cent had been unemployed for four to six months, and 20 per cent for more than six months. Long-term unemployment was substantially lower than last year.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	July 1962	July 1961	July 1962	July 1961	July 1962	July 1961
Metropolitan	1	1	3	7	8	4
Major Industrial	2	1	16	19	8	6
Major Agricultural	—	—	3	1	11	13
Minor	—	—	18	24	40	34
Total	3	2	40	51	67	57

CLASSIFICATION OF LABOUR MARKET AREAS—JULY

—	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	WINDSOR ← LEAMINGTON	Quebec-Levis St. John's Vancouver-New Westminster	→ CALGARY → EDMONTON Halifax Hamilton → MONTREAL Ottawa-Hull Toronto Winnipeg	
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Lac St. Jean OSHAWA ←	Brantford Corner Brook Cornwall Farnham-Granby Joliette Kingston Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or Saint John Shawinigan Sherbrooke Sydney Trois Rivieres	→ FT. WILLIAM-PT. ARTHUR Guelph Kitchener London → SARNIA Sudbury → TIMMINS-KIRKLAND LAKE → VICTORIA	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Chatham Riviere du Loup Thetford-Megantic-Ville St. Georges	→ BARRIE Brandon Charlottetown Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina → SASKATOON Yorkton	
MINOR AREAS (labour force 10,000-25,000)		Beauharnois Campbellton CENTRAL VANCOUVER ISLAND ← Dawson Creek Drummondville Edmundston Fredericton Gaspe Lindsay Newcastle Okanagan Valley Prince George-Quesnel Quebec North Shore → RIMOUSKI Ste. Agathe-St. Jerome St. Jean Summerside Valleyfield	→ SAULT STE. MARIE → BATHURST → BELLEVILLE-TRENTON → BRACEBRIDGE Brampton Bridgewater → CHILLIWACK → CRANBROOK Dauphin Drumheller Galt Goderich Grand Falls → KAMLOOPS Kentville Kitimat Lachute-Ste. Therese Listowel Medicine Hat → MONTMAGNY North Bay Owen Sound Pembroke Portage la Prairie Prince Rupert St. Hyacinthe → ST. STEPHEN St. Thomas Simcoe Sorel Stratford Swift Current Trail-Nelson Truro Victoriaville Walkerton Weyburn Woodstock, N.B. Woodstock-Tillsonburg Yarmouth	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 642, June issue.

COLLECTIVE BARGAINING REVIEW

Major Settlements in 1962

During the first six months of 1962, more than 120 settlements applying to bargaining units of 500 or more employees were negotiated in industries outside the construction sector. Agreements of one year's duration were concluded in 32 per cent of the settlements, and two-year contracts accounted for 40 per cent of the new major agreements. Approximately one quarter of all settlements were for a period of three years.

More than half of the one-year settlements provided for base rate increases of 4 or 5 cents an hour, with the latter wage increase being the more common.

In the manufacturing sector a wage increase of 4 cents an hour was agreed to in the contracts of a sugar refining company, a confectionery manufacturer and two pulp and paper firms. Five-cent-an-hour increases were granted by five pulp and paper companies—Abitibi Power and Paper, Great Lakes Paper, Ontario Paper, Ontario-Minnesota Paper and Provincial Paper—and by Dunlop Canada Limited, Firestone Tire and Rubber Company, B. F. Goodrich Rubber Company and Goodyear Tire and Rubber Company in the rubber industry.

In two other one-year settlements negotiated by MacMillan, Bloedel and other pulp and paper companies in British Columbia, the base rates were increased by 7 cents an hour. Four one-year agreements in the manufacturing sector provided for no wage increases but made improvements in such areas as paid holidays, vacations, pension benefits, and company contributions to welfare plans.

In the service sector, eight major agreements were signed for a term of one year. Six of these increased the base rates of employees in municipal and provincial governments, hospitals and restaurants by 4 or 5 cents an hour.

Of the major two-year settlements negotiated in the first six months of 1962, close to one half increased base rates by 10 to 13 cents an hour. Among the two-year agreements providing for a total wage increase of 10 cents an hour were contracts signed by Consolidated Paper, Spruce Falls Power and Paper Company and Kimberley-Clark Limited, Aluminum Company of Canada and Consolidated Mining and Smelting Company of Canada.

Wage increases amounting to 11½ cents an hour were the pattern in the meat packing industry where Burns and Company, Canada Packers and Swift Canadian Company negotiated four agreements covering a total of 11,400 employees.

Among the major agreements granting an increase of 13 cents an hour over two years were three contracts covering 7,600 textile workers of Dominion Textile Company and Montreal Cottons Limited.

Most of the major three-year settlements of the first half of 1962 were concluded in the mining and manufacturing industries. In the asbestos, copper, iron and uranium mining sectors, six major agreements, covering 4,500 employees, were negotiated; they provided for wage increases in the range of 10 to 20 cents an hour.

In manufacturing, three-year agreements were negotiated by some of the largest steel, farm implements and automobile companies. The Steel Company of Canada agreed to increase base rates by 10 cents an hour during the life of three contracts applying to approximately 10,280 workers. In the agricultural machinery industry, International Harvester signed an agreement that granted a total base-rate increase of 13 cents an hour, and Massey-Ferguson concluded a contract increasing base rates by 18 cents an hour over a three-year period.

By April 1962, the three largest automobile manufacturers had signed new three-year contracts. Early in the year, Ford Motor Company of Canada signed two agreements providing for base-rate increases of 18 cents an hour. The wages of Chrysler Corporation employees were increased by 17 cents an hour over the term of a contract concluded in April. At General Motors, a three-year settlement had been reached toward the end of 1961.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

WAGE SETTLEMENTS DURING THE FIRST HALF OF 1962, BY INDUSTRY

Collective agreements covering 500 or more employees concluded between January 1 and June 30, 1962, excluding agreements in the construction industry and agreements with wage terms in piece or mileage rates only.

Industry and Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15–20		21–26		27–32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Forestry										
7¢	1	900								
8¢	1	500								
16¢										
20¢					1	27,000				
					1	6,000				
Mining										
3¢					1	1,200				
10¢										
12¢									1	600
15¢									2	1,100
18¢									1	600
20¢									1	1,700
									1	500
Manufacturing										
0¢	4	2,600								
3¢	2	9,500								
4¢	4	2,250								
5¢	9	11,740								
6¢					1	730				
7¢	2	6,300			1	800			1	800
8¢					3	2,100				
9¢									2	2,150
10¢							1	600		
11¢					8	12,900			4	10,780
12¢					1	1,900				
13¢					6	12,750				
15¢					4	8,250	1	2,500	1	2,000
17¢					1	1,300	1	1,000	1	750
18¢					1	900			2	3,980
26¢					1	1,500			4	12,250
29¢									1	600
32¢					1	3,500				
39¢					1	1,300				
43¢									1	1,500
									1	1,000
Transportation, Storage and Communication										
0¢	1	1,200								
2¢	1	1,000								
3¢	1	980								
5¢	2	1,520								
7¢	1	1,380			2	2,130				
8¢	1	550								
12¢	1	1,150								
13¢					1	530			1	650
15¢									1	1,200
18¢					1	1,000			1	730
Public Utility Operations										
3¢			1	730						
24¢									1	700
30¢					1	900				
Trade										
4¢	1	1,000								
13¢					1	700				
15¢					2	2,180				
17¢									1	2,400
22¢							1	540		
Service										
3¢	1	600								
4¢	3	3,900							1	1,200
5¢	3	2,380								
6¢	1	600			1	750				
7¢					1	1,200				
10¢					1	2,500				
13¢					1	550				
15¢					2	1,050				
16¢					2	3,400				
40¢					1	1,000				
Total	40	50,050	1	730	49	100,020	4	4,640	30	47,190

* Wage increases shown relate to base rates only. Fractions of a cent are rounded to nearest cent. Data on employees covered are approximate and include all employees covered by the settlement.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During August, September and October

(except those under negotiation in July)

Company and Location	Union
Alta. Govt. Telephones	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Bata Shoe, Batawa, Ont.	Boot & Shoe Wkrs. (AFL-CIO/CLC)
Christie, Brown, Toronto, Ont.	Bakery Wkrs. (CLC)
Continental Can, Chatham, Toronto, Ont. & Vancouver, B.C.	Steelworkers (AFL-CIO/CLC)
DeHavilland Aircraft, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC) (clerical empl.)
Dom. Bridge, Lachine & Longue Pointe, Que.	Steelworkers (AFL-CIO/CLC)
Dom. Steel & Coal (Cdn. Bridge), Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Duplate Canada, Oshawa, Ont.	Auto Wkrs. (AFL-CIO/CLC)
General Steel Wares & Easy Washing Machine, London, Toronto, Ont. & Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Great Western Garment, Edmonton, Alta.	United Garment Wkrs. (AFL-CIO/CLC)
Iron Ore of Can., Schefferville, Que.	Steelworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Maritime Tel. & Tel., company-wide	I.B.E.W. (AFL-CIO/CLC) (traffic empl.)
Northern Electric (western region), Toronto, Ont.	Communication Wkrs. (AFL-CIO/CLC) (shop, warehouse & installation empl.)
Northern Forest Products, Port Arthur, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont.	Steelworkers (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
St. Lawrence Corp., Nipigon, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Sask. Government	Sask. Civil Service (Ind.) (classified services)
Sask. Govt. Telephone	Communications Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Toronto Star, Toronto, Ont.	Newspaper Guild (AFL-CIO/CLC)

Part II—Negotiations in Progress During July

Bargaining

Company and Location	Union
Abitibi Power & Paper, Northern Ontario	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)
B.C. Hydro & Power Authority	Street Railway Empl. (AFL-CIO/CLC)
Breweries (various), Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Canadair, St. Laurent, Que.	Machinists (AFL-CIO/CLC)
Can. & Dom. Sugar, Montreal, Que.	Bakery Wkrs. (CLC)
Cdn. Acme Screw & Gear, Monroe Acme & Galt Machine, Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. National Nfld. Steamship Service (CNR)	Railway, Transport & General Wkrs. (CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consumers' Gas, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Consumers Glass, Ville St. Pierre, Que.	Glass Bottle Blowers (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
David & Frere, Montreal, Que.	Empl. Assn. (Ind.)
Dominion Glass, Montreal, Que.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
DuPont of Can., Maitland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Wkrs. Federation (CNTU)

Company and Location	Union
Hotel Chateau Frontenac, (CPR), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier, (CNR), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (CPR), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotels & taverns (various), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
International Harvester, Chatham, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assn., Toronto, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
New Brunswick Telephone	I.B.E.W., (AFL-CIO/CLC) (traffic empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Que. North Shore Paper, Baie Comeau, Que.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
St. Raymond Paper, Desbiens & St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
Sask. Power Corp.	Oil Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Country Elevator Div.), Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C.	Sask. Wheat Pool Empl. (CLC) (office & salaried empl.)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
University of Sask., Saskatoon, Sask.	CLC-chartered local

Conciliation Officer

B.C. Shipping Federation, various ports	Longshoremen & Warehousemen (CLC)
Bldg. mtce. & window cleaning contractors, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que.	Moulders (AFL-CIO/CLC)
Can. Wire & Cable, Leaside, Ont.	U.E. (Ind.)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
DuPont of Can., Kingston, Ont.	Mine Wkrs. (Ind.)
Howard Smith Paper, Cornwall, Ont.	Paper Makers (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Steelworkers (AFL-CIO/CLC)
Interior Forest Labour Relations Assn., Southern B.C.	Woodworkers (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont.	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, (north. general freight), Ont.	Teamsters (Ind.)
Price Bros., Dolbeau, Kenogami & Shipshaw, Que.	Bush Wkrs., Farmers' Union (Ind.)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
C.N.R., C.P.R. & other railways, system-wide	15 unions (non-operating empl.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Okanagan Shippers' Assn., Okanagan Valley, B.C.	CLC-chartered local
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Que. Iron & Titanium, Sorel, Que.	Metal Trades Federation (CNTU)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
Steep Rock Mines, Steep Rock Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)

Post-Conciliation Bargaining

Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
Garment Mfrs. Assn., Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local

Arbitration

Company and Location	Union
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)

Work Stoppage

Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)

Part III—Settlements Reached During July 1962

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

American Motors, Brampton, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—wage increases of 6¢ an hr. eff. July 1, 1962, 1963 and 1964; 8¢ of cost-of-living allowance incorporated into wage rates; 2¢ of 1962 wage increase and 1¢ of cost-of-living allowance applied to welfare cost; evening and night shift premiums increased to 12¢ and 18¢ respectively (formerly 10¢); 3 wks. vacation after 15 yrs. of service (previously no provision); group life insurance increased to $5,000 (formerly $2,500); weekly sickness and accident indemnity increased to $45 (formerly $35); fully-paid medical and hospital plan (company paid 50% previously); S.U.B. plan established; pension plan to be negotiated in third yr. of agreement; labour rate after July 1, 1964 will be $2.23 an hr.

Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.—Commerce Empl. Federation (CNTU): 2-yr. agreement covering 1,500 empl.—wage increases to casual empl.

Bathurst Power & Paper, Bathurst, N.B.—Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others: 1-yr. agreement covering 800 empl.—wage increase of 2¢ an hr. eff. July 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 5¢ and 8¢) respectively; sick leave increased to 2 wks. (formerly 1 wk.); any or all production units may operate for 7 days a wk. for a maximum of 26 wks. per contract yr. (regular operations are 6 days a wk. with 24-hr. shutdown on Sunday); labourer's rate is $2 an hr.

B.C. Hotels Assn., Vancouver, B.C.—Hotel Empl. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—eff. May 1, 1962, wage increases of 6¢ an hr. at Class A hotels, 4¢ an hr. at Class B hotels and of 2¢ an hr. at Class C hotels; eff. Nov. 1, 1962 and May 1, 1963, wage increases of 4¢ an hr. at Class A hotels, 2¢ an hr. at Class B hotels and 2¢ an hr. at Class C hotels; 3 wks. vacation after 5 yrs. of service (formerly after 8 yrs.).

B.C. Telephone & subsidiaries—B.C. Telephone Wkrs. (Ind.): 2 yr. agreement covering 5,180 empl.—wage increase of 3% eff. April 1, 1962 for plant and clerical empl. and of 1½% eff. April 1, 1963 for traffic empl.; weekly hrs. of work for traffic empl. reduced to 35 (formerly 37½); plant and clerical empl. will continue to work 40 hrs. and 37½ hrs. a wk. respectively; 3 wks. vacation after 6 yrs. of service (formerly after 7 yrs.) for traffic and clerical empl. and 3 wks. vacation after 7 yrs. of service (formerly after 8 yrs.) for plant empl.; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); lineman's rate will be $12.06 a day, Vancouver operator's rate will be $8.53 a day and typist's rate will be $9.54 a day.

Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.—Bush Wkrs., Farmers' Union (Ind.): 1-yr. agreement covering 800 empl.—wage increase of 5¢ per cord raising the minimum to $6.05 per cord; vacation credit increased to 2½% of gross wages after 85 days of service; compulsory union membership after 30 days of service (formerly after 35 days).

Cloak Mfrs. Assn., Toronto, Ont.—Ladies Garment Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 1,400 empl.—wage increase of 7% eff. July 1, 1962; 6 paid holidays eff. July 1, 1963 (formerly 5); cutter's and presser's rate is $2.20 an hr.

DeHavilland Aircraft, Toronto, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,900 empl.—wage increases of 6¢ an hr. eff. June 23, 1962, June 22, 1963 and June 20, 1964; additional wage increase of 4¢ an hr. for skilled trades eff. June 23, 1962; cost-of-living allowance formula (1¢ for each .6 point change in Consumer Price Index) continued, with 3¢ of existing bonus incorporated into wage rates and 2¢ applied to welfare cost; half-holiday with pay the day before Christmas; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.); weekly sickness and accident benefit increased to $55 (formerly $45) for 26 wks. and waiting period reduced from 7 to 5 days; pension benefits increased to $2.40 a mo. per yr. of service (formerly $2) eff. Feb. 1, 1962 and to $2.80 a mo. per yr. of service eff. Feb. 1, 1964; S.U.B. to be established together with short work week benefit; union shop (formerly Rand formula); labour rate after June 20, 1964 will be $1.98 an hr.

EASTERN CAN. NEWSPRINT GROUP, QUE. & N.S.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 5,000 empl.—wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 7¢ and 10¢ (formerly 6¢ and 9¢) respectively; 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); companies will contribute an additional 50¢ a mo. per married employee toward the cost of welfare plans eff. May 1, 1962; labourer's rate is $2.03 an hr.

E. B. EDDY, HULL, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,750 empl.—general wage increase of 5¢ an hr. retroactive to May 1, 1962; evening and night shift premiums increased to 6¢ and 11¢ (formerly 5¢ and 10¢) respectively; company contribution to welfare plan increased by 50¢ a mo. per employee with dependents; labourer's rate is $1.90 an hr.

FOOD STORES (VARIOUS), VANCOUVER, VICTORIA & NEW WESTMINSTER, B.C.—RETAIL CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 3,000 empl.—wage increases of 5¢ an hr. eff. April 23, 1962, Nov. 5, 1962 and April 22, 1963; 4 wks. vacation after 20 yrs. of service (no previous provision); after April 22, 1963, male food clerk's rate will be $1.60 an hr. and female food clerk's rate $1.50 an hr.

FRASER COS., ATHOLVILLE, EDMUNDSTON & NEWCASTLE, N.B.—PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—wage increase of 8¢ an hr.; evening and night shift premiums increased to 7¢ and 10¢ (formerly 5¢ and 8¢) respectively; sick leave increased to 2 wks. (formerly 1 wk.); employer contribution to Blue Cross increased to $3.10 a mo. (formerly $2.15); base rate is $1.98 an hr.

GASPESIA WOODS CONTRACTORS, CHANDLER, QUE.—BUSH WKRS., FARMERS' UNION (IND.): 1-yr. agreement covering 500 empl.—wage increase of 5¢ per cord raising the minimum to $6.05 per cord; vacation bonus increased to 2½% of gross wages after 75 days of service; compulsory union membership after 30 days of service (formerly after 35 days).

HOTEL DIEU ST. VALLIER, CHICOUTIMI, QUE.—SERVICE EMPL. FEDERATION (CNTU): 2-yr. agreement covering 600 empl.—minimum salary increase of $8 a wk. retroactive to July 1, 1961 for male empl. and minimum salary increase of $6 a wk. retroactive to July 1, 1961 for female empl.; weekly hrs. of work reduced to 40 eff. July 1, 1962 (previously 44); 4 wks. vacation after 20 yrs. of service (previously no provision); Rand formula supersedes voluntary check-off.

KINGSWAY TRANSPORT, SMITH TRANSPORT & OTHERS, MONTREAL, QUE. & OTHER CENTRES—TEAMSTERS (IND.): 4-yr. agreement covering 1,500 empl.—wage increases of 9¢ an hr. eff. July 1, 1962, 9¢ an hr. eff. Aug. 1, 1963, and 8¢ an hr. eff. Sept. 1, 1964 for employees based in Montreal; wage increases of 10¢ an hr. eff. July 1, 1962, 11¢ an hr. eff. Aug. 1, 1963; and 9¢ an hr. eff. Sept. 1, 1964 for employees in the branches; mileage rates (formerly 6.75¢ a mile) increased to 6.95¢ eff. July 1, 1962, to 7.15¢ eff. Aug. 1, 1963 and to 7.25¢ eff. Sept. 1, 1964; weekly hrs. of work maintained at 50 by Kingsway Transport and Smith Transport and reduced from 55 to 50 by other companies; Kingsway Transport and Smith Transport vacation provisions extended to other companies: 1 wk. after 1 yr. of service, 2 wks. after 2 yrs., 3 wks. after 10 yrs.; companies' contributions to social security plan (life insurance, weekly indemnity, medical and surgical coverage) increased to $7 a mo. per employee (formerly $5); job protection for highway drivers when piggyback service is used; helper's rate will be $1.51 an hr. and chauffeur's (semi-trailer) rate will be $1.86 an hr. after Sept. 1, 1964.

LAKE ASBESTOS OF QUE., BLACK LAKE, QUE.—MINING EMPL. FEDERATION (CNTU): 3-yr. agreement covering 500 empl.—wage increases of 3½% retroactive to Jan. 1, 1962, 2½% eff. Jan. 1, 1963 and 3% eff. Jan. 1, 1964; evening and night shift premiums (formerly 5¢ and 8¢ respectively) increased to 6¢ and 10¢ in 1962, to 7¢ and 11¢ in 1963 and to 8¢ and 12¢ in 1964; bereavement leave provision introduced.

MOTOR TRANS. IND. RELATIONS BUREAU, ONT.—TEAMSTERS (IND.) (DRIVERS, DOCKMEN, WAREHOUSEMEN & CHECKERS): 4-yr. agreement covering 7,000 empl.—settlement pay of $80, prorated for employees hired after Sept. 30, 1961; wage increases of 5¢ an hr. eff. July 7, 1962 (4¢ an hr. for dockmen and checkers eff. June 1, 1962), 4¢ an hr. eff. Mar. 1, 1963, 5¢ an hr. eff. Dec. 1, 1963, 6¢ an hr. eff. Sept. 1, 1964 plus 2¢ an hr. for drivers, warehousemen and checkers eff. June 1, 1965; increases in mileage rates; hotel allowance increased from $2.50 to $3.50 a night; employer contributions toward a pension fund of $3 a mo. from July 7, 1962 to May 30, 1963, of $4 a mo. from June 1, 1963 to May 30, 1964, $5 a mo. from June 1, 1964 to May 30, 1965 provided that employees contribute equal amounts; job protection for employees with 3 or more yrs. seniority when piggyback service is used.

MOTOR TRANS. IND. RELATIONS BUREAU, ONT.—TEAMSTERS (IND.) (MAINTENANCE EMPL.): 44-mo. agreement covering 1,000 empl.—wage increases for skilled mechanics of 6¢ an hr. eff. June 1, 1962, 5¢ an hr. eff. Mar. 1, 1963, 6¢ an hr. eff. Dec. 1, 1963 and 7¢ an hr. eff. Sept. 1, 1964; other terms along the lines of settlement listed above.

NORTH. INTERIOR LUMBERMEN'S ASSN., B.C.—WOODWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—wage increases of 6¢ an hr. eff. Sept. 1, 1962 and 4¢ an hr. eff. Sept. 1, 1963; labourer's rate after Sept. 1, 1963 will be $1.89 an hr.

ONTARIO HYDRO, COMPANY-WIDE—PUBLIC SERVICE EMPL. (CLC): 3-yr. agreement covering 9,000 empl.—arbitration award granting wage increases of 2% retroactive to April 1, 1961, 2½% retroactive to April 1, 1962 and 3% eff. April 1, 1963 for hourly rated empl.; increases for weekly salaried empl. of 2% retroactive to April 1, 1961, 2% retroactive to April 1, 1962 and 2½% eff. April 1, 1963; existing escalator clause for hourly rated empl. (3% increase or decrease for each 3% change in the consumer price index) extended to cover weekly salaried empl. as well.

VICTORIA HOSPITAL, LONDON, ONT.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 750 empl.—salary increases of 2½% eff. Jan. 1, 1962, 2½% eff. July 1, 1963 and 3% eff. July 1, 1964; male cleaner's rate after July 1, 1964 will be $261.82 a mo.

INTERNATIONAL LABOUR ORGANIZATION

Two Conventions, Two Recommendations Adopted by 46th ILO Conference

Conventions concern equality of treatment of nationals and non-nationals in social security, basic aims and standards of social policy. Recommendations concern reduction of hours of work, vocational training and technical education

The 46th Session of the International Labour Conference ended in Geneva on June 28. The session, which had opened on June 6, achieved these main results:

—Adoption of a Convention concerning equality of treatment of nationals and non-nationals in social security (see text, page 936).

—Adoption of a Convention concerning basic aims and standards of social policy (see text, page 933). The two new Conventions bring to 118 the number of ILO Conventions adopted since the establishment of the Organization in 1919.

—Adoption of a Recommendation concerning reduction of hours of work.

—Adoption of a Recommendation concerning vocational training and of a Resolution concerning vocational training and technical education. The number of ILO Recommendations now stands at 117.

—Adoption of conclusions to serve as the basis for a Convention and for a supplementary Recommendation concerning the prohibition of the sale, hire and use of inadequately guarded machinery.

—Adoption of conclusions to serve as the basis for a Recommendation concerning termination of employment.

—Adoption of a Constitutional amendment to increase the size of the ILO Governing Body from 40 to 48 members.

—Adoption of the ILO budget for 1963. The budget calls for a total net expenditure of $14,006,834.

In addition, the Conference discussed at length the annual Report of David A. Morse, ILO Director-General. Mr. Morse addressed the Conference in reply to the 200 speakers who had taken part in the general discussion. (For a report of addresses given by Canadian delegates during the discussion, see L.G., July, p. 830).

The session was attended by more than 1,000 delegates, technical advisers and observers from 92 member countries and 7 territories. The United Nations, its specialized agencies, other official international organizations and non-governmental international organizations also were represented by observers.

John Lynch, Irish Minister for Industry and Commerce, was elected President of the Conference.

Convention Concerning Equality of Treatment

The Conference adopted, by a vote of 259 to 1 with 50 abstentions, a Convention concerning equality of treatment of nationals and non-nationals in social security.

The Convention provides that a member country having ratified it shall grant within its territory to the nationals of any other member country which also has ratified it, equality of treatment with its own nationals under its social security legislation. Equality of treatment is to apply both as regards coverage and as regards the right to benefits and in respect of every branch of social security for which the country concerned has accepted the obligations of the Convention.

Member countries may accept the obligations of the Convention in respect of any one or more of the following branches of social security: medical care, sickness benefit, maternity benefit, invalidity benefit, old-age benefit, survivors' benefit, employment injury benefit, unemployment benfit, and family benefit.

The Convention states that equality of treatment as regards the grant of benefits shall be accorded without any condition of residence, except for a specified time in certain cases.

In addition, the Convention lays down a conditional obligation to pay old-age pensions, invalidity and survivors' benefits and death grants to beneficiaries resident abroad. The provisions of the Convention apply to refugees and stateless persons without any condition of reciprocity.

The Conference also had before it a draft Recommendation the purpose of which was to supplement the Convention. The Recommendation was not adopted, however, for want of a quorum when the final record vote was taken.

Convention Concerning Aims of Social Policy

The Conference adopted a Convention concerning basic aims and standards of social policy. The vote was 294 to 0 with 15 abstentions. The new instrument is a revision of the Social Policy Convention, 1947 (No. 82), and its main purpose is to make ratification or application possible for independent States.

The new Convention reiterates certain principles contained in the 1947 Convention, and raffirms these general principles:

1. All policies shall be primarily directed to the well-being and development of the population and to the promotion of its desire for social progress.

2. All policies of more general application shall be formulated with due regard to their effect upon the well-being of the population.

The Convention then reproduces, with the necessary changes in wording, the provisions of the 1947 Convention bearing on: improvement of standards of living; migrant workers; remuneration of workers and related questions; non-discrimination on grounds of race, colour, sex, belief, tribal association or trade union affiliation; education and training.

The new Convention contains a final provision according to which its coming into force is not to involve *ipso jure* denunciation of the 1947 Convention by any member for which that Convention continues to remain in force, nor is it to close that Convention to further ratification.

Recommendation on Reduction of Hours of Work

The Conference adopted a Recommendation concerning reduction of hours of work (which may be cited as the Reduction of Hours of Work Recommendation, 1962), by a vote of 255 to 22, with 46 abstentions.

This instrument indicates in its preamble the 40-hour week as a social standard to be reached, by stages if necessary, according to the principle set out in the 40-Hour Week Convention, 1935 (No. 47). It also states in its preamble that maximum hours of work should be set according to the Hours of Work (Industry) Convention, 1919 (No. 1), which provides for an 8-hour day and a 48-hour week.

One of the general principles contained in the new Recommendation is that normal hours of work should be progressively reduced, when appropriate, so as to reach the social standard indicated in the preamble without any reduction in the wages of the workers as at the time hours of work are reduced.

The Recommendation states further that each member country "should formulate and pursue a national policy designed to promote by methods appropriate to national conditions and practice, and to conditions in each industry, the adoption of the principle of the progressive reduction of normal hours of work."

In addition, the new instrument provides that "where the duration of the normal working week exceeds 48 hours, immediate steps should be taken to bring it down to this level without any reduction in the wages of the workers as at the time hours of work are reduced."

Recommendation Concerning Vocational Training

The Conference adopted a Recommendation concerning vocational training. The vote was 320 to 0 with 1 abstention. This instrument, to be known also as the Vocational Training Recommendation, 1962, supersedes the Vocational Training Recommendation, 1939; the Apprenticeship Recommendation, 1939; and the Vocational Training (Adults) Recommendation, 1950.

The new Recommendation applies "to all training designed to prepare any person for initial or later employment or promotion in any branch of economic activity" with the exception of: (1) training for management or high-level supervisory posts, (2) training for seafarers (covered by a 1946 Recommendation) and (3) training in agriculture (covered by a 1956 Recommendation).

The guiding principle postulated at the outset is that "training is not an end in itself, but a means of developing a person's occupational capacities, due account being taken of the employment opportunities, and of enabling him to use his abilities to the greatest advantage of himself and the community." The text also describes training as a "process continuing throughout the working life of the individual according to his needs as an individual and as a member of the community."

It states further that "training should be free from any form of discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin." It stresses the need for the continuous co-operation of all those concerned, notably public authorities, educational bodies and employers' and workers' organizations.

Resolution Concerning Vocational Training

The Conference adopted, in addition to the Recommendation, a resolution concerning vocational training and technical education. Noting that the ILO and UNESCO are co-ordinating their activities in these fields and co-operating in the preparation of comprehensive recommendations covering vocational training and technical education in the interests of all peoples, the resolution expresses the hope that member States and international organizations "will take these recommendations fully into account in the co-ordination of planning and implementation of national programs of vocational training, technical education and technical assistance."

Preparation of New International Standards

Two items on the agenda for this session—prohibition of the sale, hire and use of inadequately guarded machinery and termination of employment (dismissal and layoff)—were before the Conference for first discussion, with a view to the elaboration of new international labour standards. The conclusions adopted by the Conference on these two questions will serve as a basis for the preparation, after consultation with governments, of draft instruments to be submitted for final decision to next year's session of the Conference.

In adopting the report of its committee on unguarded machinery, the Conference opened the way for the adoption next year of a Convention and of a supplementary Recommendation to prohibit the sale, hire and use of inadequately guarded machinery. It is intended that both instruments should apply to all branches of economic activity and to all machinery, new or second-hand, driven by power other than manual power; and to all machinery, new or second-hand, driven by manual power in so far as it presents a risk of injury to the worker.

The proposed conclusions also state that the *use* of machinery, *any* dangerous part of which is without appropriate guards, should be prohibited. They lay down further that no person is to use a machine if the necessary guards are not in position, or is to make such guards inoperative. The provisions to be embodied in the contemplated supplementary Recomendation are similar to, but more inclusive than, those to be embodied in the contemplated Convention.

The Report of the committee on termination of employment, adopted by the Conference with the great majority of the Employers' group abstaining, contains a set of proposed conclusions in the form of a draft Recommendation.

The Conference decided in a separate resolution to "place on the agenda of its next session the question of termination of employment at the initiative of the employer for a second discussion with a view to the adoption of a Recommendation."

Other Resolutions

The Conference adopted a number of resolutions relating to matters not included in an item on the agenda, as follows:

—Concerning the activities of the ILO in the field of workers' education.

—Concerning the expansion of the activities of the ILO for the advancement of social security.

—Concerning the activities of the ILO to contribute to the eradication of the adverse consequences of colonialism in the fields of the conditions of work and standards of living of the workers.

—Concerning the strengthening of research in the labour field. (This resolution, approved unanimously, was sponsored by Canada (L.G., July, p. 831).)

—Concerning the United Nations Development Decade.

—Concerning the promotion of good industrial relations, particularly in countries in course of development, and consultation of employers' and workers' organizations.

Reply of the Director-General

In his reply to the speakers who had taken part in the general discussion, Mr. Morse stressed the need for a new awareness of "interdependence" as a key to success in meeting world development goals.

He told the Conference that the elimination of poverty and progress toward widespread prosperity could be attained only if *all* countries, developing and industrialized alike, achieved and sustained high rates of economic growth.

Turning to the problems of sustained growth in the industrialized countries, Mr. Morse expressed the view that here, too, the ILO had a useful function to perform.

The question of automation and technological change had, in fact, been examined by the Conference in 1957 and since then by ILO committees concerned with specific industries. But, he added, the situation is no longer what it was five years ago.

Mr. Morse said he believed the time was coming "for the ILO to take a new initiative in this field, acting as a catalyst to national efforts and promoting fuller technical co-operation among the countries concerned".

Mr. Morse informed the Conference that he would devote his Report next year to the adequacy of ILO programs and to the adjustment of the ILO to a changing world. He appealed to the delegates to observe a "moratorium on resolutions" so that the coming discussion of the whole range of ILO activities would not be put out of balance by draft resolutions giving special prominence to a few aspects only.

Canadian Participation

Canadians served on conference committees as follows: G. V. Haythorne and Lise Gauthier on the standing orders committee; John Mainwaring and S. C. H. Nutting on the resolutions committee; Edith Lorentsen on the committee on the application of conventions and recommendations; D. C. Dickson on the committee on vocational training; J. A. Blais on the committee on social security; G. G. Greene on the committee on unguarded machinery; G. V. Haythorne (Chairman) and R. M. Adams on the committee on termination of employment; John Mainwaring and Lise Gauthier on the committee on the amendment of Article 7 of the constitution; Guy de Merlis on the committee on hours of work; and John Mainwaring and W. E. Bauer on the finance committee of government representatives.

Text of Convention Concerning Basic Aims and Standards of Social Policy

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals concerning the revision of the Social Policy (Non-Metropolitan Territories) Convention, 1947, which is the tenth item on the agenda of the Session, primarily with a view to making its continued application and ratification possible for independent States, and

Considering that these proposals must take the form of an international Convention, and

Considering that economic development must serve as a basis for social progress, and

Considering that every effort should be made, on an international, regional or national basis, to secure financial and technical assistance safeguarding the interests of the population, and

Considering that, in appropriate cases, international, regional or national action should be taken with a view to establishing conditions of trade which would encourage production at a high level of efficiency and make possible the maintenance of a reasonable standard of living, and

Considering that all possible steps should be taken by appropriate international, regional and national measures to promote improvement in such fields as public health, housing, nutrition, education, the welfare of children, the status of women, conditions of employment, the remuneration of wage earners and independent producers, the protection of migrant workers, social security, standards of public services and general production, and

Considering that all possible steps should be taken effectively to interest and associate the population in the framing and execution of measures of social progress,

adopts this 22nd day of June of the year one thousand nine hundred and sixty-two the following Convention, which may be cited as the Social Policy (Basic Aims and Standards) Convention, 1962:

Part I. General Principles

Article 1

1. All policies shall be primarily directed to the well-being and development of the population and to the promotion of its desire for social progress.

2. All policies of more general application shall be formulated with due regard to their effect upon the well-being of the population.

Part II. Improvement of Standards of Living

Article 2

The improvement of standards of living shall be regarded as the principal objective in the planning of economic development.

Article 3

1. All practicable measures shall be taken in the planning of economic development to harmonize such development with the healthy evolution of the communities concerned.

2. In particular, efforts shall be made to avoid the disruption of family life and of traditional social units, especially by—

(*a*) close study of the causes of migratory movements and appropriate action where necessary;

(*b*) the promotion of town and village planning in areas where economic needs result in the concentration of population;

(*c*) the prevention and elimination of congestion in urban areas;

(*d*) the improvement of living conditions in rural areas and the establishment of suitable industries in rural areas where adequate manpower is available.

Article 4

The measures to be considered by the component authorities for the promotion of productive capacity and the improvement of standards of living of agricultural producers shall include—

(*a*) the elimination to the fullest practicable extent of the causes of chronic indebtedness;

(*b*) the control of the alienation of agricultural land to non-agriculturalists so as to ensure that such alienation takes place only when it is in the best interests of the country;

(*c*) the control, by the enforcement of adequate laws or regulations, of the ownership and use of land and resources to ensure that they are used, with due regard to customary rights, in the best interests of the inhabitants of the country;

(*d*) the supervision of tenancy arrangements and of working conditions with a view to securing for tenants and labourers the highest practicable standards of living and an equitable share in any advantages which may result from improvements in productivity or in price levels;

(*e*) the reduction of production and distribution costs by all practicable means and in particular by forming, encouraging and assisting producers' and consumers' co-operatives.

Article 5

1. Measures shall be taken to secure for independent producers and wage earners conditions which will give them scope to improve living standards by their own efforts and will ensure maintenance of minimum standards of living as ascertained by means of official inquiries into living conditions, conducted after consultation with the representative organizations of employers and workers.

2. In ascertaining the minimum standards of living, account shall be taken of such essential family needs of the workers as food and its nutritive value, housing, clothing, medical care and education.

PART III. PROVISIONS CONCERNING MIGRANT WORKERS

Article 6

Where the circumstances under which workers are employed involve their living away from their homes, the terms and conditions of their employment shall take account of their normal family needs.

Article 7

Where the labour resources of one area are used on a temporary basis for the benefit of another area, measures shall be taken to encourage the transfer of part of the workers' wages and savings from the area of labour utilisation to the area of labour supply.

Article 8

1. Where the labour resources of a country are used in an area under a different administration, the competent authorities of the countries concerned shall, whenever necessary or desirable, enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Convention.

2. Such agreements shall provide that the worker shall enjoy protection and advantages not less than those enjoyed by workers resident in the area of labour utilization.

3. Such agreements shall provide for facilities for enabling the worker to transfer part of his wages and savings to his home.

Article 9

Where workers and their families move from low-cost to higher-cost areas, account shall be taken of the increased cost of living resulting from the change.

PART IV. REMUNERATION OF WORKERS AND RELATED QUESTIONS

Article 10

1. The fixing of minimum wages by collective agreements freely negotiated between trade unions which are representative of the workers concerned and employers or employers' organisations shall be encouraged.

2. Where no adequate arrangements exist for the fixing of minimum wages by collective agreement, the necessary arrangements shall be made whereby minimum rates of wages can be fixed in consultation with representatives of the employers and workers, including representatives of their respective organizations, where such exist.

3. The necessary measures shall be taken to ensure that the employers and workers concerned are informed of the minimum wage rates in force and that wages are not paid at less than these rates in cases where they are applicable.

4. A worker to whom minimum rates are applicable and who, since they became applicable, has been paid wages at less than these rates shall be entitled to recover, by judicial or other means authorized by law, the amount by which he has been underpaid, subject to such limitation of time as may be determined by law or regulation.

Article 11

1. The necessary measures shall be taken to ensure the proper payment of all wages earned and employers shall be required to keep registers of wage payments, to issue to workers statements of wage payments and to take other appropriate steps to facilitate the necessary supervision.

2. Wages shall normally be paid in legal tender only.

3. Wages shall normally be paid direct to the individual worker.

4. The substitution of alcohol or other spirituous beverages for all or any part of wages for services performed by the worker shall be prohibited.

5. Payment of wages shall not be made in taverns or stores, except in the case of workers employed therein.

6. Unless there is an established local custom to the contrary, and the competent authority is satisfied that the continuance of this custom is desired by the workers, wages shall be paid regularly at such intervals as will lessen the likelihood of indebtedness among the wage earners.

7. Where food, housing, clothing and other essential supplies and services form part of remuneration, all practicable steps will be taken by the competent authority to ensure that they are adequate and their cash value properly assessed.

8. All practicable measures shall be taken—
(*a*) to inform the workers of their wage rights;
(*b*) to prevent any unauthorized deductions from wages; and
(*c*) to restrict the amounts deductible from wages in respect of supplies and services forming part of remuneration to the proper cash value thereof.

Article 12

1. The maximum amounts and manner of repayment of advances on wages shall be regulated by the competent authority.

2. The competent authority shall limit the amount of advances which may be made to a worker in consideration of his taking up employment; the amount of advances permitted shall be clearly explained to the worker.

3. Any advance in excess of the amount laid down by the competent authority shall be legally irrecoverable and may not be recovered by the withholding of amounts of pay due to the worker at a later date.

Article 13

1. Voluntary forms of thrift shall be encouraged among wage earners and independent producers.

2. All practicable measures shall be taken for the protection of wage earners and independent producers against usury, in particular by action aiming at the reduction of rates of interest on loans, by the control of the operations of money lenders, and by the encouragement of facilities for borrowing money for appropriate purposes through co-operative credit organizations or through institutions which are under the control of the competent authority.

Part V. Non-Discrimination on Grounds of Race, Colour, Sex, Belief, Tribal Association or Trade Union Affiliation

Article 14

1. It shall be an aim of policy to abolish all discrimination among workers on grounds of race, colour, sex, belief, tribal association or trade union affiliation in respect of—
(*a*) labour legislation and agreements which shall afford equitable economic treatment to all those lawfully resident or working in the country;
(*b*) admission to public or private employment;
(*c*) conditions of engagement and promotion;
(*d*) opportunities for vocational training;
(*e*) conditions of work;
(*f*) health, safety and welfare measures;
(*g*) discipline;
(*h*) participation in the negotiation of collective agreements;
(*i*) wage rates, which shall be fixed according to the principle of equal pay for work of equal value in the same operation and undertaking.

2. All practicable measures shall be taken to lessen, by raising the rates applicable to the lower-paid workers, any existing differences in wage rates due to discrimination by reason of race, colour, sex belief, tribal association or trade union affiliation.

3. Workers from one country engaged for employment in another country may be granted in addition to their wages benefits in cash or in kind to meet any reasonable personal or family expenses resulting from employment away from their homes.

4. The foregoing provisions of this Article shall be without prejudice to such measures as the competent authority may think it necessary or desirable to take for the safeguarding of motherhood and for ensuring the health, safety and welfare of women workers.

Part VI. Education and Training

Article 15

1. Adequate provision shall be made to the maximum extent possible under local conditions, for the progressive development of broad systems of education, vocational training and apprenticeship, with a view to the effective preparation of children and young persons of both sexes for a useful occupation.

2. National laws or regulations shall prescribe the school-leaving age and the minimum age for and conditions of employment.

3. In order that the child population may be able to profit by existing facilities for education and in order that the extension of such facilities may not be hindered by a demand for child labour, the employment of persons below the school-leaving age during the hours when the schools are in session shall be prohibited in areas where educational facilities are provided on a scale adequate for the majority of the children of school age.

Article 16

1. In order to secure high productivity through the development of skilled labour, training in new techniques of production shall be provided in suitable cases.

2. Such training shall be organized by or under the supervision of the competent authorities, in consultation with the employers' and workers' organizations of the country from which the trainees come and of the country of training.

Part VII. Final Provisions

Article 17

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 18

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 19

The coming into force of this Convention shall not involve the *ipso jure* denunciation of the Social Policy (Non-Metropolitan Territories) Convention, 1947, by any Member for which that Convention continues to remain in force, nor shall it close that Convention to further ratification.

Article 20

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Con-

vention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 21

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 22

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 23

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 24

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless, the new Convention otherwise provides—

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 20 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 25

The English and French versions of the text of this Convention are equally authoritative.

Text of Convention Concerning Equality of Treatment of Nationals and Non-Nationals in Social Security

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals with regard to equality of treatment of nationals and non-nationals in social security, which is the fifth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this 28th day of June of the year one thousand nine hundred and sixty-two the following Convention, which may be cited as the Equality of Treatment (Social Security) Convention, 1962:

Article 1

In this Convention—

(*a*) the term "legislation" includes any social security rules as well as laws and regulations;

(*b*) the term "benefits" refers to all benefits, grants and pensions, including any supplements or increments;

(*c*) the term "benefits granted under transitional schemes" means either benefits granted to persons who have exceeded a prescribed age at the date when the legislation applicable came into force, or benefits granted as a transitional measure in consideration of events occurring or periods completed outside the present boundaries of the territory of a Member;

(*d*) the term "death grant" means any lump sum payable in the event of death;

(*e*) the term "residence" means ordinary residence;

(*f*) the term "prescribed" means determined by or in virtue of national legislation as defined in subparagraph (*a*) above;

(*g*) the term "refugee" has the meaning assigned to it in Article 1 of the Convention relating to the status of Refugees of 28 July 1951;

(*h*) the term "stateless person" has the meaning assigned to it in Article 1 of the Convention relating to the Status of Stateless Persons of 28 September 1954.

Article 2

1. Each Member may accept the obligations of this Convention in respect of any one or more of the following branches of social security for which it has in effective operation legislation covering its own nationals within its own territory:

(*a*) medical care;

(*b*) sickness benefit;

(*c*) maternity benefit;

(*d*) invalidity benefit;
(*e*) old-age benefit;
(*f*) survivors' benefit;
(*g*) employment injury benefit;
(*h*) unemployment benefit; and
(*i*) family benefit.

2. Each Member for which this Convention is in force shall comply with its provisions in respect of the branch or branches of social security for which it has accepted the obligations of the Convention.

3. Each Member shall specify in its ratification in respect of which branch or branches of social security it accepts the obligations of this Convention.

4. Each Member which has ratified this Convention may subsequently notify the Director-General of the International Labour Office that it accepts the obligations of the Convention in respect of one or more branches of social security not already specified in its ratification.

5. The undertakings referred to in paragraph 4 of this Article shall be deemed to be an integral part of the ratification and to have the force of ratification as from the date of notification.

6. For the purpose of the application of this Convention, each Member accepting the obligations thereof in respect of any branch of social security which has legislation providing for benefits of the type indicated in clause (*a*) or (*b*) below shall communicate to the Director-General of the International Labour Office a statement indicating the benefits provided for by its legislation which it considers to be—

(*a*) benefits other than those the grant of which depends either on direct financial participation by the persons protected or their employer, or on a qualifying period of occupational activity; or
(*b*) benefits granted under transitional schemes.

7. The communication referred to in paragraph 6 of this Article shall be made at the time of ratification or at the time of notification in accordance with paragraph 4 of this Article; as regards any legislation adopted subsequently, the communication shall be made within three months of the date of the adoption of such legislation.

Article 3

1. Each Member for which this Convention is in force shall grant within its territory to the nationals of any other Member for which the Convention is in force equality of treatment under its legislation with its own nationals, both as regards coverage and as regards the right to benefits, in respect of every branch of social security for which it has accepted the obligations of the Convention.

2. In the case of survivors' benefits, such equality of treatment shall also be granted to the survivors of the nationals of a Member for which the Convention is in force, irrespective of the nationality of such survivors.

3. Nothing in the preceding paragraphs of this Article shall require a Member to apply the provisions of these paragraphs, in respect of the benefits of a specified branch of social security, to the nationals of another Member which has legislation relating to that branch but does not grant equality of treatment in respect thereof to the nationals of the first Member.

Article 4

1. Equality of treatment as regards the grant of benefits shall be accorded without any condition of residence: Provided that equality of treatment in respect of the benefits of a specified branch of social security may be made conditional on residence in the case of nationals of any Member the legislation of which makes the grant of benefits under that branch conditional on residence on its territory.

2. Notwithstanding the provisions of paragraph 1 of this Article, the grant of the benefits referred to in paragraph 6 (*a*) of Article 2 —other than medical care, sickness benefit, employment injury benefit and family benefit —may be made subject to the condition that the beneficiary has resided on the territory of the Member in virtue of the legislation of which the benefit is due, or, in the case of a survivor, that the deceased had resided there, for a period which shall not exceed—

(a) six months immediately preceding the filing of claim, for grant of maternity benefit and unemployment benefit;
(*b*) five consecutive years immediately preceding the filing of claim, for grant of invalidity benefit, or immediately preceding death, for grant of survivors' benefit;
(*c*) ten years after the age of 18, which may include five consecutive years immediately preceding the filing of claim, for grant of old-age benefit.

3. Special provisions may be prescribed in respect of benefits granted under transitional schemes.

4. The measures necessary to prevent the cumulation of benefits shall be determined, as necessary, by special arrangements between the Members concerned.

Article 5

1. In addition to the provisions of Article 4, each Member which has accepted the obligations of this Convention in respect of the branch or branches of social security concerned shall guarantee both to its own nationals and to the nationals of any other Member which has accepted the obligations of the Convention in respect to the branch or branches in question, when they are resident abroad, provision of invalidity benefits, old-age benefits, survivors' benefits and death grants, and employment injury pensions, subject to measures for this purpose being taken, where necessary, in accordance with Article 8.

2. In case of residence abroad, the provision of invalidity, old-age and survivors' benefits of the type referred to in paragraph 6 (*a*) of Article 2 may be made subject to the participation of the Members concerned in schemes for the maintenance of rights as provided for in Article 7.

3. The provisions of this Article do not apply to benefits granted under transitional schemes.

Article 6

In addition to the provisions of Article 4, each Member which has accepted the obligations of this Convention in respect of family benefit shall guarantee the grant of family allowances both to its own nationals and to the nationals of any other Member which has accepted the obligations of this Convention for that branch, in respect of

children who reside on the territory of any such Member, under conditions and within limits to be agreed upon by the Members concerned.

Article 7

1. Members for which this Convention is in force shall, upon terms being agreed between the Members concerned in accordance with Article 8, endeavour to participate in schemes for the maintenance of the acquired rights and rights in course of acquisition under their legislation of the nationals of Members for which the Convention is in force, for all branches of social security in respect of which the Members concerned have accepted the obligations of the Convention.

2. Such schemes shall provide, in particular, for the totalization of periods of insurance, employment or residence and of assimilated periods for the purpose of the acquisition, maintenance or recovery of rights and for the calculation of benefits.

3. The cost of invalidity, old-age and survivors' benefits as so determined shall either be shared among the Members concerned, or be borne by the Member on whose territory the beneficiaries reside, as may be agreed upon by the Members concerned.

Article 8

The Members for which this Convention is in force may give effect to their obligations under the provisions of Articles 5 and 7 by ratification of the Maintenance of Migrants' Pension Rights Convention, 1935, by the application of the provisions of that Convention as between particular Members by mutual agreement, or by any multilateral or bilateral agreement giving effect to these obligations.

Article 9

The provisions of this Convention may be derogated from by agreements between Members which do not affect the rights and duties of other Members and which make provision for the maintenance of rights in course of acquisition and of acquired rights under conditions at least as favourable on the whole as those provided for in this Convention.

Article 10

1. The provisions of this Convention apply to refugees and stateless persons without any condition of reciprocity.

2. This Convention does not apply to special schemes for civil servants, special schemes for war victims, or public assistance.

3. This Convention does not require any Member to apply the provisions thereof to persons who, in accordance with the provisions of international instruments, are exempted from its national social security legislation.

Article 11

The Members for which this Convention is in force shall afford each other administrative assistance free of charge with a view to facilitating the application of the Convention and the execution of their respective social security legislation.

Article 12

1. This Convention does not apply to benefits payable prior to the coming into force of the Convention for the Member concerned in respect of the branch of social security under which the benefit is payable.

2. The extent to which the Convention applies to benefits attributable to contingencies occurring before its coming into force for the Member concerned in respect of the branch of social security under which the benefit is payable thereafter shall be determined by multilateral or bilateral agreement or in default thereof by the legislation of the Member concerned.

Article 13

This Convention shall not be regarded as revising any existing Convention.

Article 14

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 15

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 16

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 17

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 18

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 19

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 20

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

(*a*) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 16 above, if and when the new revising Convention shall have come into force;

(*b*) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 21

The English and French versions of the text of this Convention are equally authoritative.

Text of Recommendation Concerning Reduction of Hours of Work

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals with regard to hours of work, which is the ninth item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation designed to supplement and facilitate the implementation of the existing international instruments concerning hours of work—

by indicating practical measures for the progressive reduction of hours of work, taking into account the different economic and social conditions in the different countries as well as the variety of national practices for the regulation of hours and other conditions of work;

by outlining in broad terms methods whereby such practical measures might be applied; and

by indicating the standard of the forty-hour week, which principle is set out in the Forty-Hour Week Convention, 1935, as a social standard to be reached by stages if necessary, and setting a maximum limit to normal hours of work, pursuant to the Hours of Work (Industry) Convention, 1919,

adopts this 26th day of June of the year one thousand nine hundred and sixty-two the following Recommendation, which may be cited as the Reduction of Hours of Work Recommendation, 1962:

I. General Principles

1. Each Member should formulate and pursue a national policy designed to promote by methods appropriate to national conditions and practice and to conditions in each industry the adoption of the principle of the progressive reduction of normal hours of work in conformity with Paragraph 4.

2. Each Member should, by means appropriate to the methods which are in operation or which may be introduced for the regulation of hours of work, promote and, in so far as is consistent with national conditions and practice, ensure the application of the principle of the progressive reduction of normal hours of work in conformity with Paragraph 4.

3. The principle of the progressive reduction of normal hours of work may be given effect through laws or regulations, collective agreements, or arbitration awards, by a combination of these various means, or in any other manner consistent with national practice, as may be most appropriate to national conditions and to the needs of each branch of activity.

4. Normal hours of work should be progressively reduced, when appropriate, with a view to attaining the social standard indicated in the Preamble of this Recommendation without any reduction in the wages of the workers as at the time hours of work are reduced.

5. Where the duration of the normal working week exceeds forty-eight hours, immediate steps should be taken to bring it down to this level without any reduction in the wages of the workers as at the time hours of work are reduced.

6. Where normal weekly hours of work are either forty-eight or less, measures for the progressive reduction of hours of work in accordance with Paragraph 4 should be worked out and implemented in a manner suited to the particular national circumstances and the conditions in each sector of economic activity.

7. Such measures should take into account—

(*a*) the level of economic development attained and the extent to which the country is in a position to bring about a reduction in hours of work without reducing total production or productivity, endangering its economic growth, the development of new industries or its competitive position in international trade, and without creating inflationary pressures which would ultimately reduce the real income of the workers;

(*b*) the progress achieved and which it is possible to achieve in raising productivity by the application of modern technology, automation and management techniques;

(*c*) the need in the case of countries still in the process of development for improving the standards of living of their peoples; and

(*d*) the preferences of employers' and workers' organizations in the different branches of activity concerned as to the manner in which the reduction in working hours might be brought about.

8. (1) The principle of the progressive reduction of normal hours of work, as expressed in Paragraph 4, may be applied by stages which need not be determined at the international level.

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(2) Such stages may include—

(*a*) stages spaced over time;

(*b*) stages progressively encompassing branches or sectors of the national economy;

(*c*) a combination of the two preceding arrangements; or

(*d*) such other arrangements as may be most appropriate to national circumstances and to conditions in each sector of economic activity.

9. In carrying out measures for progressively reducing hours of work, priority should be given to industries and occupations which involve a particularly heavy physical or mental strain or health risks for the workers concerned, particularly where these consist mainly of women and young persons.

10. Each Member should communicate to the Director-General of the International Labour Office, at appropriate intervals, information on the results obtained in the application of the provisions of this Recommendation with all such details as may be asked for by the Governing Body of the International Labour Office.

II. Methods of Application

A. *Definition*

11. Normal hours of work shall mean, for the purpose of this Recommendation, the number of hours fixed in each country by or in pursuance of laws or regulations, collective agreements or arbitration awards, or, where not so fixed, the number of hours in excess of which any time worked is remunerated at overtime rates or forms an exception to the recognized rules or custom of the establishment or of the process concerned.

B. *Determination of Hours of Work*

12. (1) The calculation of normal hours of work as an average over a period longer than one week should be permitted when special conditions in certain branches of activity or technical needs justify it.

(2) The competent authority or body in each country should fix the maximum length of the period over which the hours of work may be averaged.

13. (1) Special provisions may be formulated with regard to processes which, by reason of their nature, have to be carried on continuously by a succession of shifts.

(2) Such special provisions should be so formulated that normal hours of work as an average in continuous processes do not exceed in any case the normal hours of work fixed for the economic activity concerned.

C. *Exceptions*

14. The competent authority or body in each country should determine the circumstances and limits in which exceptions to the normal hours of work may be permitted—

(*a*) permanently—

(i) in work which is essentially intermittent;

(ii) in certain exceptional cases required in the public interest;

(iii) in operations which for technical reasons must necessarily be carried on outside the limits laid down for the general working of the undertaking, part of the undertaking, or shift;

(*b*) temporarily—

(i) in case of accident, actual or threatened;

(ii) in case of urgent work to be done to machinery or plant;

(iii) in case of force majeure;

(iv) in case of abnormal pressure of work;

(v) to make up time lost through collective stoppages of work due to accidents to materials, interruptions to the power supply, inclement weather, shortages of materials or transport facilities, and calamities;

(vi) in case of national emergency;

(*c*) periodically—

(i) for annual stocktaking and the preparation of annual balance sheets;

(ii) for specified seasonal activities.

15. In cases where normal hours of work exceed forty-eight a week, the competent authority or body should, before authorizing exceptions in the cases mentioned in subparagraphs (*a*) (i) and (iii), (*b*) (iv) and (v) and (*c*) (i) and (ii) of Paragraph 14, most carefully consider whether there is a real need for such exceptions.

D. *Overtime*

16. All hours worked in excess of the normal hours should be deemed to be overtime, unless they are taken into account in fixing remuneration in accordance with custom.

17. Except for cases of force majeure, limits to the total number of hours of overtime which can be worked during a specified period should be determined by the competent authority or body in each country.

18. In arranging overtime, due consideration should be given to the special circumstances of young persons under 18 years of age, of pregnant women and nursing mothers and of handicapped persons.

19. (1) Overtime work should be remunerated at a higher rate or rates than normal hours of work.

(2) The rate or rates of remuneration for overtime should be determined by the competent authority or body in each country: Provided that in no case should the rate be less than that specified in Article 6, paragraph 2, of the Hours of Work (Industry) Convention, 1919.

E. *Consultation of Employers and Workers*

20. (1) The competent authority should make a practice of consulting the most representative employers' and workers' organizations on questions relating to the application of this Recommendation.

(2) In particular, there should be such consultation on the following matters in so far as they are left to the determination of the competent authority in each country:

(*a*) the arrangements provided for in Paragraph 8;

(*b*) the maximum length of the period over which hours of work may be averaged as provided for in Paragraph 12;

(*c*) the provisions which may be made in pursuance of Paragraph 13 concerning processes which have to be carried on continuously by a succession of shifts;

(*d*) the exceptions provided for in Paragraph 14;

(*e*) the limitation and remuneration of overtime provided for in Paragraphs 17 and 19.

F. *Supervision*

21. For the effective enforcement of the measures taken to reduce hours of work progressively in pursuance of Paragraphs 4 and 5—

(*a*) appropriate measures should be taken to ensure the proper administration of the provisions concerning hours of work by means of adequate inspection or otherwise;

(b) the employer should be required to notify the workers concerned, by the posting of notices in the establishment or by such other methods as may be approved by the competent authority, of—

(i) the times at which work begins and ends;

(ii) where work is carried on by shifts, the time at which each shift begins and ends;

(iii) rest periods which are not included in the normal hours of work;

(iv) the days worked during the week;

(*c*) the employer should be required to keep, and on request to produce for inspection, a record in a form acceptable to the competent authority of the hours of work, wages and overtime for each worker;

(*d*) provision should be made for such sanctions as may be appropriate to the method by which effect is given to the provisions of this Recommendation.

G. *General Provisions*

22. This Recommendation does not affect any law, regulation, award, custom, agreement, or negotiation between employers and workers which ensures, or aims at ensuring, more favourable conditions for the workers.

23. This Recommendation does not apply to agriculture, to maritime transport and to maritime fishing. Special provisions should be formulated for these branches of economic activity.

Text of Recommendation Concerning Vocational Training

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Forty-sixth Session on 6 June 1962, and

Having decided upon the adoption of certain proposals with regard to vocational training, which is the fourth item on the agenda of the session, with a view to superseding the Vocational Training Recommendation, 1939, the Apprenticeship Recommendation, 1939, and the Vocational Training (Adults) Recommendation, 1950, and

Having determined that these proposals shall take form of a Recommendation, and

Noting that the United Nations Educational, Scientific and Cultural Organization has in preparation a recommendation on technical education,

adopts this 27th day of June of the year one thousand nine hundred and sixty-two the following Recommendation, which may be cited as the Vocational Training Recommendation, 1962:

I. General Principles

1. This Recommendation applies to all training designed to prepare or retain any person for initial or later employment or promotion in any branch or economic activity, including such general, vocational and technical education as may be necessary to that end, except—

(*a*) training for management or for supervisory posts above the level of foreman in industry or the equivalent in other branches of economic activity;

(*b*) training for seafarers, which continues to be governed by the Vocational Training (Seafarers) Recommendation, 1946;

(*c*) training in agriculture, which continues to be governed by the Vocational Training (Agriculture) Recommendation, 1956.

2. (1) Training is not an end in itself, but a means of developing a person's occupational capacities, due account being taken of the employment opportunities, and of enabling him to use his abilities to the greatest advantage of himself and the community; it should be designed to develop personality, particularly where young persons are concerned.

(2) Training is a single whole characterized by the interdependence of its various parts.

(3) Training is a process continuing throughout the working life of the individual according to his needs as an individual and as a member of the community.

(4) Training should be free from any form of discrimination on the basis of race, colour, sex, religion, political opinion, national extraction or social origin.

(5) Training requires the continuous cooperation of all the bodies and persons concerned with any aspect of it, as set forth in Paragraph 11.

II. National Planning and Administration

3. (1) Each country should have a network of training facilities, adjusted as regards number, location and curricula to the economic requirements and employment possibilities of the country as a whole or, where more appropriate, of each region or locality, to meet the training needs of the residents of the country.

(2) The network should be so designed as to facilitate transfer from one type of training to another and access to successive stages and different levels of training, so that an individual may be able to reach the highest level of training within his capacity and in accordance with his inclination.

(3) The avenues of entry to occupations, particularly the trades, should be sufficient to meet the requirements of all branches of economic activity and the varied abilities, interests and circumstances of individual trainees.

(4) Where national circumstances do not permit the development of a full national network, the country concerned should consider collaborating with neighbouring countries in developing a common network or in establishing one or more common training institution.

4. (1) The respective responsibilities of public authorities concerned with training matters should be clearly defined.

(2) The public authorities and the various public and private bodies in each country which deal with training should, while allowing free play to initiate and ensuring adaptability to the requirements of the different branches of economic activity, regions and localities, co-operate in developing fully co-ordinated facilities—

(*a*) on the basis of a general programme centrally planned;

(*b*) on a voluntary basis with the assistance of appropriate machinery; or

(*c*) by a combination of these methods.

(3) Whichever method is adopted, the measures to be taken to develop the facilities referred to in subparagraph (2) should, while respecting the freedom of occupational choice of the candidates, include measures for—

(*a*) the determination of the scope and character of training requirements and of the facilities available;

(*b*) the determination of the occupations for which training should be given priority without neglecting other occupations and the training of the persons required for them;

(*c*) the determination of the occupations for which standards of qualification are considered necessary or desirable, the setting and application of such standards, the establishment of appropriate training curricula, and the setting and application of standards for the examinations on completion of training in these occupations;

(*d*) the setting and application of standards relating to the conditions and methods of training;

(*e*) the setting and application of standards for training institutions, particularly those offering training for occupations in respect of which standards of qualification have been set;

(*f*) the setting and application of standards of qualification for teaching staff in training institutions;

(*g*) the provision, according to circumstances, of technical help and financial assistance to the institutions and undertakings providing training.

(4) Where a general programme has been adopted, the competent authorities should ensure that the measures taken to give effect to it include the measures set out in subparagraph (3).

(5) Where co-ordination is developed voluntarily, the measures set out in subparagraph (3) should be the responsibility of the authorities and bodies referred to in subparagraph (2) in their fields of competence.

(6) The standards referred to in subparagraph (3) should, whenever possible, be applicable throughout the territory of the Member.

(7) When this is not possible, recommended standards should be drawn up to serve as a guide to the setting of standards which are as uniform as possible throughout the country.

(8) In developing the fully co-ordinated training facilities referred to in subparagraph (2), due account should be taken of the following:

(*a*) the occupational interests and the cultural requirements of the individual, the labour requirements, and the economic and social interests of the community;

(*b*) national education and training policies;

(*c*) existing and projected facilities for general education, vocational guidance, and selection;

(*d*) existing and projected training facilities including facilities for vocational and technical education;

(*e*) the structure of and trend of development in the employment market;

(*f*) national economic policy and development;

(*g*) the demographic situation and anticipated changes;

(*h*) anticipated changes in techniques and methods of organization of work;

(*i*) the existence of any population groups which, because of geographic isolation, ethnic differences or for any other reason, call for special consideration.

(9) The fully co-ordinated training facilities should be kept under review and steps should be taken as necessary to keep them abreast of changing requirements.

(10) The development of the fully co-ordinated training facilities should be undertaken on a national scale with the collaboration of the authorities concerned with the different aspects of the problem which are mentioned in subparagraph (8) and of other interested parties.

5. (1) Co-operation at the national level should be achieved by means of some appropriate body or bodies fully representative of the interests concerned.

(2) The body or bodies should be assisted by similarly representative bodies set up as necessary at the regional and local level.

6. Advisory committees representative of branches of economic activity or of occupations should be established to collaborate with the bodies referred to in Paragraph 5 in assessing training requirements for the occupations with which they are concerned and developing training programmes for these occupations.

7. (1) Training in publicly operated training institutions should be given without charge to the trainee.

(2) This should not however preclude institutions from making a charge where the trainee is not under an obligation to attend the course or does not require training in order to obtain or retain employment.

(3) During training in training institutions which is provided or approved by the competent authority, adults not in receipt of remuneration and young persons in need should, in so far as economic and financial resources permit, receive adequate allowances from the competent authorities fixed with due regard to—

(*a*) any unemployment benefit or any other allowance which they may receive;

(*b*) other factors, such as family responsibilities, cost of living in the district concerned, special personal expenses connected with the training such as expenses for transport or housing, and, in special cases, age;

(*c*) the need to encourage adults to undertake and complete training in accordance with the requirements of the employment market and the requirements of the community for trained persons.

(4) Persons training in undertakings should be adequately remunerated, in accordance with criteria established by law or regulation, by collective agreement or by the rules of the undertaking concerned.

(5) Attendance at publicly operated training institutions and at approved private institutions of a similar nature and participation in other approved forms of training should be facilitated as circumstances require by the grant of economic assistance in such forms as free meals, provision of working clothes, tools, equipment

and textbooks, free transport or reduction in the cost of transport, maintenance or family allowances, scholarships, loans or bursaries or provision of lodging.

8. (1) Measures should be taken to ensure that the conditions of work of persons, particularly young persons, who are receiving training, whether in an undertaking or a training institution, are satisfactory, and in particular that the work done by them is suitably restricted so that it is essentially of an educative character.

(2) The work of trainees in training institutions should not be primarily intended for commercial profit.

(3) Training institutions and undertakings in which training is given should be responsible for ensuring that rules and standards governing safety and the protection of the trainees while at work exist and are observed.

9. (1) Training for occupations for which national standards of qualification have been set should include examinations for which the standards have been uniformly fixed at a high level of reliability and validity, and the necessary measures should be taken to ensure the observance of these examination standards.

(2) The certificates issued as a result of such examinations should be recognized throughout the country.

(3) Even when no national standards of qualification exist, it is desirable that persons who have completed any systematic course of training should receive a certificate to that effect from the training institution or undertaking; such a certificate should state the essential and main elements of the training given.

10. Persons completing a training course should be assisted by the placement authorities of the country concerned in obtaining work corresponding to the skill and knowledge they have acquired, the free choice of the place of work being guaranteed.

III. Arrangements for Co-operation

11. (1) All those concerned with training and particularly public authorities, educational bodies and employers' and workers' organizations should take every opportunity of mutual assistance and consultation in planning, developing and operating training schemes, and in dealing with training questions generally.

(2) Provision should be made for all those responsible for training to visit the training site regularly in order to keep abreast with the conditions in which the training is being given.

(3) Representatives of employers' and workers' organizations should be included in the bodies responsible for governing publicly operated training institutions and for supervising their technical operation; where such bodies do not exist, representatives of employers' and workers' organizations should be brought in other ways into close association with the running of such institutions.

(4) Co-operation should be maintained and promoted between training institutions, or the competent authority providing the instruction, and undertakings, especially in cases where training is given partly within an undertaking and partly in training institutions outside the undertaking.

(5) Without prejudice to the generality of subparagraph (1) and to the extent possible in the national circumstances—

(*a*) educational and training bodies, employers' and workers' organizations and others directly concerned should collaborate in—
  (i) defining the occupations for which standards of qualification are considered necessary or desirable;
  (ii) establishing such standards and the appropriate training curricula;
  (iii) conducting the appropriate examinations and determining the nature and status of the qualifications obtainable;

(*b*) there should be the fullest co-operation in the collection and dissemination of information about training opportunities referred to in Paragraph 12, in which the primary and secondary schools, technical and vocational education institutions, educational authorities, vocational guidance services, employment counselling services, public employment services, employers' and workers' organizations, professional institutions and undertakings should participate;

(*c*) the assistance provided by the public employment services should also include—
  (i) the study of employment market trends;
  (ii) the assessment of current and future manpower needs;
  (iii) the placement of the trained personnel.

IV. Information about Training Opportunities

12. (1) Information about training opportunities for every occupation should be continuously collected and be available to all interested persons and agencies.

(2) This information should deal with such matters as—

(*a*) the types of training available;
(*b*) the duration of the various types of training;
(*c*) the conditions for access to the various types of training;
(*d*) the characteristics of each type of training in relation to the prospects of employment or promotion;
(*e*) the nature and conditions of any financial or other assistance obtainable by persons while undergoing training;
(*f*) the examinations following such training and the qualifications obtainable.

(3) The methods by which such information may be disseminated should include as appropriate all or any of the following: interviews, lectures, brochures, articles, posters, films, film strips, radio and television talks, visits to undertakings, and occupational exhibitions.

V. Arrangements for Vocational Guidance and Selection

13. (1) Candidates for training, and in particular those who have not yet received any training, should be able to have the benefit of individual guidance from the competent vocational guidance or employment counselling bodies before they enter a line of training or choose an occupation.

(2) Workers should have the possibility of benefiting, within the framework of the employment services, from an employment counselling system with a view to their guidance, their retraining or their further training.

14. (1) The selection of trainees should be conducted in conformity with the requirements and specific nature of individual occupations, without prejudice to the freedom of occupational choice.

(2) The selection procedure should be so designed as to reduce to a minimum the risk of accepting persons for training in occupations for which they are not suited and the consequent risk of wastage of training and human effort.

(3) The selection procedure should include provision for ascertaining that trainees have the physical and mental capacity required for the training and occupation in view.

(4) When medical examinations form part of the selection procedure, they should be based on the specific requirements of the training and occupation in view.

(5) When psychological tests form part of the selection procedure, they should be suited to the conditions of the country concerned, be sufficiently reliable, and be valid in terms of criteria directly related to the requirements of the occupation in view.

VI. Prevocational Preparation

15. (1) Prevocational preparation should provide young persons who have not yet entered employment with an introduction to a variety of forms of work; it should not be pursued to the detriment of general education, nor should it replace the first phase of actual training.

(2) The prevocational preparation should include such general and practical instruction appropriate to the ages of the young persons as are calculated to —

(*a*) continue and supplement the education already received;
(*b*) give an idea of and develop a taste and esteem for practical work and develop an interest in training;
(*c*) disclose vocational interests and aptitudes, and thus assist in vocational guidance;
(*d*) facilitate future vocational adjustment.

(3) The prevocational preparation should include, wherever possible, familiarization with the equipment and materials common to a number of occupations.

VII. Organization of Training

16. (1) The training curriculum for each occupation should be worked out on the basis of a systematic analysis of the work, skills, knowledge, and health and safety factors involved in that occupation, due account being taken of developments and foreseeable changes therein.

(2) The training curriculum should be periodically reviewed to keep it up to date.

17. (1) The training curriculum should provide for all trainees a sound basis of theoretical and practical knowledge.

(2) In addition to instruction in the work, skills, knowledge, and health and safety factors involved in the occupations concerned, and in the elements of social legislation, trainees should as far as possible be provided with background knowledge related to the occupations and to the branches of economic activity in which they wish to engage, with a view, in particular, to facilitating promotion.

(3) Subjects of general educational value should be included in the curriculum for long-term training and, so far as the time available permits, for short-term training.

18. (1) Curricula and training plans should be so drawn up as to facilitate the future adaptability of the trainee within the general framework of the occupation concerned.

(2) For this purpose care should be taken in long-term training—

(*a*) to enable the trainee to acquire a wide grasp of the theoretical principles underlying the practice of his occupation;
(*b*) to avoid specialization in the early period of training so as to provide the trainee with a broad basis of skill and knowledge on which subsequent specialization can be built with a minimum of additional training or retraining.

19. (1) Undertakings not in a position to furnish their trainees with all the theoretical and practical knowledge required for a particular occupation should as necessary—

(*a*) arrange for the deficiency to be made up in training institutions on the basis of one or more of the following:
  (i) day release;
  (ii) release for periods of several weeks at a time every year;
  (iii) alternating substantial periods of training within the undertaking with substantial periods of study in the training institution;
  (iv) other suitable training arrangements in accordance with national regulations;
(*b*) establish and operate joint training schemes involving the use of their several facilities or the establishment of a common training centre.

(2) Trainees from undertakings attending training institutions under the arrangements referred to in subparagraph (1) should be released for this purpose during working hours without loss of pay.

20. Undertakings should co-operate in the implementation of training schemes established by training institutions by providing substantial periods of practical on-the-job training for institution students.

21. (1) Supplementary courses in further general education and technical knowledge relating to the occupations in which they are engaged should be available up to the age of 18 years for all young workers who are not receiving other training.

(2) The young workers should be enabled to attend these courses on the conditions provided for in Paragraph 19 (2).

22. Supplementary courses should be available to all workers who wish to improve their general, technical or commercial knowledge in order to facilitate their promotion and thus to improve their social and economic standing.

23. The duration of training should be determined having regard to—

(*a*) the level and type of skill and knowledge to be attained;
(*b*) the methods and means of training to be employed;
(*c*) the minimum entrance qualifications required and the qualifications actually possessed by the trainees on entrance;
(*d*) in the case of adults, their past work experience and the need to qualify them as rapidly as possible for employment.

24. Special attention should be given to the training of young persons and adults with physical or mental disabilities as well as to the training of young persons with little ability.

VIII. Methods and Means of Training

25. Training methods should be adapted to the nature of the course, the educational level, age and status of the trainees and their previous experience.

26. As a general rule, active and participatory methods should be preferred to the one-way communication of knowledge.

27. (1) Training should be as realistic as possible.

(2) Practical training in training institutions should—

(*a*) be given in conditions and surroundings as similar as possible to those of an undertaking;

(*b*) if possible and necessary, include or be completed by periods of practical experience in an undertaking so that trainees may not only become familiar with a working atmosphere but are also enabled to acquire normal work speed and skill on the job.

28. (1) Practical training not given on the job should include the performance of the operations involved in the occupation and, in suitable cases, real work experience.

(2) Such work experience should be appropriate to the needs of the training, and there should be proper safeguards against the employment of trainees in competition with the ordinary workers.

(3) In training on the job, work assigned to trainees should have real training value.

29. Training exercises should be so designed that trainees can see the practical application of what they are doing and the usefulness of any article produced.

30. (1) Complex operations should be broken down into their simple elements.

(2) Trainees should be enabled to acquire facility in performing one operation before proceeding to the next and should move from the simple to the complex.

31. Theory, including general education given as part of a training course, should be taught as far as possible in relation to the occupation in view.

32. Technical and related instruction should be linked with the practical training and, when possible, be integrated with it.

33. The pace of instruction should be adjusted to the trainees' capacity to learn, and should allow for revision from time to time.

34. Steps should be taken to provide systematic technical supervision of trainees, particularly in the case of training on the job.

35. A careful record should be kept of the training and progress made and, in addition, the trainees should be encouraged to keep their own detailed record of the training received and to develop the habit of checking their own performances.

36. (1) Instructional aids should be used whenever appropriate to facilitate the learning process.

(2) The responsible training authorities should keep abreast of newly developed training techniques; and instructional materials and aids, and should ensure their use.

37. When training facilities, particularly in isolated areas, do not meet the training needs of the local population they should be supplemented as appropriate by one or more of the following:

(*a*) correspondence courses adapted to local circumstances;

(*b*) itinerant teachers and mobile demonstration units;

(*c*) instruction by radio, television or other means of mass communication;

(*d*) release of trainees from undertakings for several weeks at a time every year to attend courses at a training institution in another locality;

(*e*) other measures enabling training to be obtained in some other locality, such as grants, scholarships and assistance with travel or accommodation.

IX. Training by Undertakings

38. (1) Employers should establish policies in regard to the action required to meet their need for trained personnel.

(2) Individual employers or groups of employers should be encouraged to develop systematic training schemes in accordance with their employment requirements, to such an extent as the technical operating conditions of their undertakings permit.

39. Employers should consult and co-operate with representatives of workers employed in their undertakings in the preparation and carrying out of training schemes therein.

40. The responsibility within an undertaking for training matters should be clearly allocated either to a special training department or to one or more persons on a full-time or part-time basis depending on the nature and extent of the training requirements of the undertaking.

41. The functions of departments or persons responsible for training should include—

(*a*) suggesting training policies;

(*b*) ensuring in consultation with the departments concerned that training schemes are prepared;

(*c*) participating in the selection of trainees;

(*d*) ensuring the training of instructional staff;

(*e*) supervising training within the undertaking ;

(*f*) making arrangements on behalf of the undertaking concerning any instruction that has to be given outside the undertaking and for the co-ordination of such instruction with that given within the undertaking;

(*g*) establishing and maintaining progress records of trainees;

(*h*) ensuring that the training takes proven methods into account;

(*i*) undertaking, encouraging or sponsoring research and follow-up studies to ensure that training is efficient and up to date.

42. Where appropriate, undertakings should arrange for their trainees to be given a substantial initial period of broad basic training wholly in a training institution, with a view to reducing the over-all duration of the training period and increasing training efficiency.

43. At all stages of their training, whether within or outside the undertaking, trainees should remain, with respect to their training, under the general supervision and control of the training department or person responsible for training.

44. (1) In deciding where training should be given within an undertaking, the following factors should be taken into consideration:

(*a*) the nature and duration of training;

(*b*) the number, age, knowledge and experience of the trainees;

(*c*) the adequacy of training on the job for the occupation;

(*d*) the congestion, noise or other distractions, safety factors and risks of damage to equipment in the normal workplace;

(*e*) any saving in time, teaching staff and equipment;

(*f*) the cost of separate accommodation;
(*g*) the need to facilitate the transition from training to work to the greatest extent possible;
(*h*) the technical possibilities of the undertaking.

(2) Separate instructional accommodation or at least an instructional area set apart in the normal workplace and having the equipment necessary for training should be provided, whenever practicable, in the early stages of training.

45. (1) Undertakings should provide for the reception of all new entrants on arrival and organize a period of induction for them.

(2) Special care should be taken with the initiation of young workers in the light of their need for training.

X. Apprenticeship

46. Systematic long-term training for a recognized occupation taking place substantially within an undertaking or under an independent craftsman should be governed by a written contract of apprenticeship and be subject to established standards.

47. In deciding whether a particular occupation should be recognized as apprenticeship, account should be taken of such matters as—
(*a*) the degree of skill and theoretical technical knowledge required for the occupation in question;
(*b*) the period of training necessary for the acquisition of the required skill and knowledge;
(*c*) the suitability of apprenticeship training for imparting the required skill and knowledge;
(*d*) the current and anticipated employment situation within the occupation in question.

48. (1) The contract of apprenticeship should be entered into either with an individual employer, a group of employers, or a body such as an apprenticeship committee or service specially entrusted with the control of apprenticeship, as may be most appropriate to the national circumstances.

(2) Where the apprentice is a minor, a parent, guardian or legal representative should be included in the contract as a party.

(3) The parties responsible for providing the apprenticeship should either themselves be properly qualified to give the training or be in a position to arrange for the training to be given by a person or persons so qualified, and the facilities available for training the apprentice should be such as will enable him to secure complete training for the occupation being taught.

(4) The competent authority should remain in regular contact with the undertaking or person providing the training, and should ensure, by means of regular inspection or supervision, that the objectives of the apprenticeship are being achieved.

49. The contract should—
(*a*) contain an express or implied obligation to train in a particular occupation in return for an obligation of the same nature to serve as an apprentice during the period of apprenticeship;
(*b*) incorporate such of the standards and regulations established for the occupation in question as may be necessary or desirable in the interests of the parties;
(*c*) provide for such other mutual rights and obligations as may be relevant and not otherwise covered, including especially the observance of all safety regulations;
(*d*) provide for the settlement of disputes between the parties.

50. According to the circumstances in the country concerned, an occupation may be recognized as apprenticeable, and the standards referred to in Paragraph 46 and any regulations concerning apprenticeship may be established by—
(*a*) statutory enactments;
(*b*) decisions of bodies specially entrusted with the control of apprenticeship;
(*c*) collective agreements; or
(*d*) a combination of these various methods.

51. Particular account should be taken of the following matters in the standards and regulations governing apprenticeship in respect of each recognized apprenticeable occupation;
(*a*) the educational qualifications and minimum age governing entry into apprenticeship;
(*b*) provision for special cases of workers whose age exceeds the specified maximum age;
(*c*) the duration of apprenticeship including the period of probation, having regard to the degree of skill and theoretical technical knowledge required;
(*d*) measures for determining the extent to which the normal duration of the apprenticeship might be reduced in the light of any prior training or experience the apprentice may have had or of his progress during the apprenticeship;
(*e*) the schedule of work processes, the theory and related instruction to be given, and the time to be spent on each unit;
(*f*) the provision of day release, or such other forms of release as may be appropriate for attendance at a training institution;
(*g*) the examinations to be held during or on the expiry of the apprenticeship;
(*h*) the qualifications or certificates obtainable on completion of apprenticeship;
(*i*) any control of the number of apprentices necessary to ensure adequate training avoid overcrowding in the occupation, and meet the manpower needs of the particular branch of economic activity concerned;
(*j*) the rate of remuneration payable to the apprentice and the scale of increases during the apprenticeship;
(*k*) the conditions of remuneration in case of absence through sickness;
(*l*) accident insurance;
(*m*) holidays with pay;
(*n*) the nature and extent of the supervision to be exercised over the apprenticeship, particularly with a view to ensuring that the rules governing the apprenticeship are observed, that the training is in keeping with established standards and that there is reasonable uniformity in the conditions of apprenticeship;
(*o*) the registration of apprentices and apprenticeship contracts with appropriate bodies;
(*p*) the form and content of the apprenticeship contract.

52. Apprentices should receive comprehensive safety instruction so as to develop safe working habits in the use of tools and machinery and learn to observe general safety measures, taking into account new hazards as they arise.

53. (1) Entry into apprenticeship should in every case be preceded by comprehensive vocational guidance and by a medical examination related to the requirements of the occupation for which training is to be given.

(2) Where the occupation in view calls for special physical qualities or mental aptitudes, these should be specified and verified by special tests.

54. (1) It should be possible by agreement among all parties concerned to transfer an apprentice from one undertaking to another when this is considered necessary or desirable for the completion of his training

(2) Where several types of apprenticeship exist, it should be possible by agreement among all parties concerned for an apprentice to transfer from one type to another when his aptitudes show that this would be to his advantage.

XI. Accelerated Training

55. (1) Permanent arrangements for accelerated training should be organized—

(*a*) to assist in meeting urgent needs for trained manpower and in quickening the rate of industrialization;

(*b*) as a permanent means of adapting manpower to technical progress;

(*c*) for those categories of the population who need to achieve occupational competence quickly in order to obtain employment suitable to their age and capacity;

(*d*) to further the development of occupational and social upgrading.

(2) These permanent arrangements for accelerated training should be planned in accordance with appropriate pedagogical methods, be implemented by instructors specially trained for the purpose and be based on concrete techniques directly related to industrial work.

56. The acceleration of training should be achieved by—

(*a*) applying strict selection procedures in order to ensure as far as possible that all trainees admitted have the ability to acquire the necessary knowledge and proficiency in the limited time set for the course, preference being given to candidates who also possess occupational experience of value to the new occupations;

(*b*) using a detailed syllabus setting out the graduated exercises and related theory which will provide trainees with the skills and knowledge immediately essential for obtaining employment and based on exhaustive analyses of the occupation and of the work involved in it;

(*c*) concentrating on practical training and teaching the indispensable theoretical technical knowledge in the course of practical training;

(*d*) limiting the number of trainees in each class to such an extent that, having regard to the time available, each one may receive constant and close supervision throughout all stages of his instruction;

(*e*) applying such of the other methods and means of training referred to in Paragraphs 25 to 37 as may be found particularly appropriate.

57. (1) After finishing an accelerated training course the trainee should as soon as possible be placed in employment where, after induction, his training should be completed if necessary by on-the-job training.

(2) Persons who have completed accelerated training and who are thereafter taking part in the production process should have the opportunity to participate in courses which should be organized for the purpose of increasing their versatility and skills.

XII. Training of Supervisors up to the Level of Foremen

58. (1) Supervisors should receive special training to ensure that they are fully equipped for their duties.

(2) Such training should include as necessary—

(*a*) further general education;

(*b*) further technical training and experience;

(*c*) instruction in—

- (i) leadership and human relations, including industrial relation and procedures for the avoidance and settlement of disputes;
- (ii) administrative procedures;
- (iii) teaching method;
- (iv) occupational safety and hygiene;
- (v) co-ordination at the different levels of undertaking;
- (vi) adaptation to duties of responsibility;
- (vii) methods of work;
- (viii) labour legislation;
- (ix) specialized spheres of activity such as planning, work study and costing.

(3) Supervisors should be sufficiently informed about vocational counselling to recognize its role and importance and the necessity for it to be given by specialists in this field.

59. (1) In principle initial supervisor training should be given before the assumption of supervisory duties; if this is not practicable, it should be given immediately after the assumption of such duties.

(2) Further training should be given to supervisors on a continuing basis; it should include the provision of information about developments generally within the undertaking and in the supervisor's own technical field and should provide the basis for promotion in appropriate cases.

XIII. Teaching Staff in Training Institutions and Undertakings

60. The selection of teaching staff should be carried out with due regard to—

(*a*) general education, technical qualifications and experience, character and personality, and aptitude for teaching;

(*b*) the persons they will be called upon to teach;

(*c*) the nature of the teaching;

(*d*) any applicable national standards.

61. Teaching staff responsible for general education subjects should be recruited from among persons with the qualifications normally required of teachers of these subjects in general educational institutions.

62. Teaching staff responsible for theoretical technical courses should be recruited, according to the type of training involved—

(*a*) from among persons who have been trained for and have had several years' practical experience in the occupation they are to teach, in addition to having a sound theoretical knowledge of it and a good background of general education, as well as teaching ability; or

(*b*) from persons with appropriate practical experience as well as a degree or diploma awarded after appropriate training in a university, technical institution or teachers' training college or by a body approved by the public authorities.

63. (1) Teaching staff responsible for practical courses should be recruited from among persons with the qualifications specified in clause (*a*) of Paragraph 62.

(2) When it is not possible to recruit, for practical courses, teaching staff with all the desirable qualifications, greater importance should be attached to technical competence, occupational experience and teaching ability than to a high level of general education.

64. Teaching staff responsible for courses in supervisory functions should be recruited from among persons who have been trained as supervisors and have had several years' experience in that capacity in addition to having a good background of technical training and general education.

65. Use should be made as far as possible of the experience of persons from industry, commerce or the professions by employing them as part-time teachers of special subjects in training institutions.

66. In principle initial teacher training should be given before the assumption of teaching duties; if this is not practicable it should be given immediately after the assumption of such duties.

67. (1) Teaching staff employed either full-time or part-time in training institutions or in undertakings should receive special training, including teaching practice, for the purpose of developing their teaching ability and, where necessary, their technical qualifications and general education.

(2) The provision of such teaching practice for the teaching staff of training institutions should be facilitated by combining teacher training institutions as far as possible with ordinary training institutions.

(3) Teaching staff in training institutions and undertakings should receive special training on the subject of safety, with emphasis on safe working conditions and the safe use of tools and appliances used in the occupations in which they instruct.

(4) Further training should be made available to teaching personnel on a continuing basis; it should include provision for them to keep abreast with teaching and technical developments and to qualify for promotion.

(5) The following should also be taken into consideration as a means of further training:

(*a*) the organization of periodical visits to undertakings or training institutions and of special courses such as in-service, weekend or holiday courses for individual teachers or groups of teachers;

(*b*) the grant, in special cases, of travelling or research scholarships or special leave with or without pay.

68. Teachers of general education and theoretical technical subjects should, as part of their training, acquire knowledge of the branch of activity which their trainees are intended to enter or have already entered.

69. Full-time teachers responsible for practical courses in training institutions should be enabled to carry out practical work in undertakings from time to time.

70. The training of staff responsible for courses in supervisory functions should include further instruction in the subjects listed in Paragraph 58 as may be required, and instruction in methods and techniques of supervisory training.

71. (1) In order to attract and retain an efficient teaching staff in training institutions, the conditions of employment of such staff should compare favourably with those enjoyed by persons with similar knowledge and experience employed elsewhere on other than teaching duties, due account being taken of the extra qualifications required for teaching.

(2) A similar policy should be applied to teaching staff within undertakings.

72. Where national standards of qualification for teaching staff in training institutions have been established, undertakings giving training should be encouraged to apply such standards when appropriate to their own teaching staff.

73. Persons concerned with the direct supervision or technical administration of training institutions should, if possible, have had both production and teaching experience.

74. The teaching staff of training institutions should be regularly inspected or supervised by the competent authorities with a view to assisting them in their work and improving the instruction given.

XIV. Countries in Process of Industrialization

75. (1) Industrializing countries should aim at developing their training systems progressively in accordance with the provisions of this Recommendation.

(2) They should pay primary attention to establishing an inventory of their current and future manpower needs and resources.

(3) A plan should be drawn up for the establishment and development of training facilities to meet these needs, giving due priority as circumstances require to—

(*a*) the creation of a body of competent teaching staff;

(*b*) the provision and equipment of the necessary training premises;

(*c*) the development of the most appropriate training schemes, including literacy courses for illiterate trainees.

(4) The plan should be put into operation in accordance with the priorities established.

76. (1) Industrializing countries should take special measures to meet the training needs of—

(*a*) persons in rural areas in which it is intended to establish industrial activities;

(*b*) persons who have left rural areas and seek industrial employment in urban areas.

(2) Such measures should include the establishment, particularly in rural areas, of special training institutions, such as simple training workshops covering a few basic trades, and the adaptation of training methods to suit the level of education and degree of advancement of the rural groups in the localities concerned.

(3) The training in rural areas should take account of the possibility of developing new economic activities which utilize the natural resources of the area and are in keeping with the cultural traditions of the local population.

77. Industrializing countries should examine the desirability of—

(*a*) establishing joint training facilities with adjacent countries;

(*b*) obtaining international assistance in the implementation of their training plans.

XV. International Co-operation

78. (1) Countries should co-operate in the field of training to the greatest extent possible and, where desired, with the help of international organizations.

(2) Such co-operation should extend to such measures as—

(*a*) the organization of seminars and working parties on training matters of mutual interest;

(*Continued on page 984*)

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during June. The Board issued five certificates designating bargaining agents, ordered one representation vote, granted one application for revocation of certification and also granted a request under Section 61(2) of the Act for review of an earlier decision.

During the month the Board received eight applications for certification, two applications for revocation of certification, and one application under Section 19 of the Act for a provision for the final settlement of differences concerning the meaning or violation of a collective agreement. The Board allowed the withdrawal of one application for certification.

Applications for Certification Granted

1. Canadian Merchant Service Guild, Inc., on behalf of first, second and third mates employed aboard the S.S. *Montrealais* by the Papachristidis Co. Ltd., Montreal, Que. (L.G., July, p. 834).

2. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of marine engineers employed by Deeks-McBride Ltd., Vancouver, B.C. (L.G., July, p. 834).

3. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of waterboys dispatched by the Canadian Stevedoring Company Limited to ships in the Ports of Vancouver and New Westminster, B.C. (see "Applications for Certification Received," below).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerks employed by the Canadian Pacific Railway Company in its Regional Accounting Office, Merchandise Services, Winnipeg, Man. (see "Applications for Certification Received," below).

5. Warehousemen and Miscellaneous Drivers' Union, Local 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees of De Luxe Transportation Ltd., North Bay, Ont. (see "Applications for Certification Received," below).

Representation Vote Ordered

International Longshoremen's and Warehousemen's Union, Local 501, applicant, and Coastwise Pier Limited, Vancouver, B.C., respondent (L.G., June, p. 655) (Returning Officer: G. H. Purvis).

Application for Revocation Granted

The Board granted an application for revocation of certification affecting Wally Longul, Brendan Guilfoyle, *et al*, applicants, C.K.S.O. Radio Limited, Sudbury, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent (see "Applications for Revocation Received," below).

Request for Review under Section 61(2) of Act

Canadian Maritime Union, applicant, and the Canadian Pacific Railway Company, respondent (unlicensed personnel aboard the S.S. *Keewatin* and S.S. *Assiniboia*) (L.G. July, p. 834). The Board granted the request for review and issued a new certificate which included in the unit employees in the steward's department below the rank of chief steward who are employed only for the summer passenger-carrying season, in addition to regular crew members in similar classifications who are employed throughout the entire navigation season and noncertificated crew members employed in the deck and engine room departments.

Applications for Certification Received

1. International Longshoremen's and Warehousemen's Union, Local 501, on behalf of a unit of waterboys dispatched by the Canadian Stevedoring Company Lim-

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

ited to ships in the Ports of Vancouver and New Westminster, B.C. (Investigating Officer: G. H. Purvis) (see "Applications for Certification Granted," above).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of clerks employed by the Canadian Pacific Railway Company in its Regional Accounting Office, Merchandise Services, Winnipeg, Man. (Investigating Officer: C. E. Poirier) (see "Applications for Certification Granted," above).

3. Warehousemen and Miscellaneous Drivers' Union, Local 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of garage employees of De Luxe Transportation Ltd., North Bay, Ont. (Investigating Officer: A. B. Whitfield) (see "Applications for Certification Granted," above).

4. General Teamsters' Union, Local 885 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of dockmen and warehousemen employed by BlackBall Transport Incorporated, Victoria, B.C. (Investigating Officer: D. S. Tysoe).

5. Syndicat National des Chauffeurs de Camion du Québec, on behalf of a unit of truck drivers, dockmen, warehousemen, and helpers employed by Montreal Ottawa Express Limited, Montreal, Que. (Investigating Officer: R. L. Fournier).

6. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW), on behalf of a unit of employees of The British Overseas Airways Corporation at Toronto International Airport, Malton, Ont. (Investigating Officer: A. B. Whitfield).

7. International Woodworkers of America, on behalf of a unit of employees of the

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Upper Ottawa Improvement Co., Ottawa, Ont. (Investigating Officers: G. E. Plant and G. A. Lane).

8. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of the Western Ontario Broadcasting Company Limited, Windsor, Ont., in its News and Photographic Department (Investigating Officer: A. B. Whitfield).

Applications for Revocation Received

1. Wally Longul, Brendan Guilfoyle, *et al,* applicants, C.K.S.O. Radio Limited, Sudbury, Ont., respondent, and the National Association of Broadcast Employees and Technicians, respondent. The application was for the revocation of the certification issued by the Board to the National Association of Broadcast Employees and Technicians in respect of a unit of employees engaged by the company in its Television Division (see "Application for Revocation Granted," above).

2. P. G. Robertson, H. R. Douglas, *et al,* applicants, Trans-Canada Air Lines, Montreal, Que., respondent, and the International Association of Machinists, respondent. The application was for revocation of the certification issued by the Board to the International Association of Machinists in respect of a unit of employees in the Production Planning Department of the company.

Application under Section 19 of Act Received

Application for the provision for final settlement of differences concerning the meaning or violation of the collective agreement between the National Association of Broadcast Employees and Technicians, applicant, and CJMS Radio Montreal Limitée, Montreal, Que., respondent.

Application for Certification Withdrawn

Office Employees' International Union, Local 131, applicant, and Smith Transport Limited, Oshawa, Ont., respondent (L.G., July, p. 834).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During June, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Active Cartage Limited, Toronto, and Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

2. Motor Transport Industrial Relations Bureau (Hanson Transport Company Limited, Inter-City Truck Lines Limited, The Walter Little Limited, McKinlay Transport Limited, The Overland Express Limited, Smith Transfer Limited) (Northern General Agreement) and Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

3. Canadian Pacific Railway Company (S.S. *Princess Helene* and Seafarers' International Union of Canada) (Conciliation Officer: H. R. Pettigrove).

4. Millar & Brown Ltd., Cranbrook, B.C., and Locals 987, 181 and 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

Settlements Reported by Conciliation Officers

1. British Columbia Telephone Company, Vancouver, and Federation of Telephone Workers of British Columbia (Traffic, Plant and Clerical Divisions) (Conciliation Officer: D. S. Tysoe) (L.G., July, p. 835).

2. Radio-Laurentides Inc. (CKJL), St. Jerome, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier) (L.G., July, p. 835).

3. Canadian Broadcasting Corporation, Montreal, and Building Service Employees' International Union, Local 298 (Conciliation Officer: C. E. Poirer) (L.G., July, p. 835).

4. National Harbours Board, Prescott, Ont., and Civil Service Association of Canada (Conciliation Officer: T. B. McRae) (L.G., July, p. 835).

5. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae) (L.G., July, p. 835).

6. Canadian Broadcasting Corporation and Locals 204, 183 and 308 of the Building Service Employees' International Union (Conciliation Officer: F. J. Ainsborough) (L.G., July, p. 835).

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LABOUR LAW

Legal Decisions Affecting Labour

Supreme Court of Canada affirms that arbitration board constituted under a collective agreement is not subject to certiorari. Manitoba Court of Queen's Bench rules on status of trade unions in province. Quebec Court of Queen's Bench declares union dues agreement valid, binding on all employees. Ontario High Court quashes decision of arbitration board under collective agreement

The Supreme Court of Canada has upheld the decision of the British Columbia Court of Appeal that an arbitration board constituted by the parties under a collective agreement pursuant to the British Columbia Labour Relations Act is not a statutory tribunal, and therefore not subject to *certiorari*. On the other hand, the Court held that the jurisdiction of an arbitration board or the validity of its award could be challenged in the courts under the British Columbia Arbitration Act or under the common law.

In Manitoba, the Court of Queen's Bench held that under the Manitoba Labour Relations Act, a trade union is primarily a voluntary, unincorporated association and has no legal status to maintain proceedings for a *mandamus* order to compel a company to carry out provisions of a collective agreement relating to a pension plan.

In Quebec, the Court of Queen's Bench, allowing an appeal from a judgment of the Superior Court, held that under the Industrial Relations and Disputes Investigation Act, a union dues agreement between the CNR and the unions certified as bargaining agents for the employees concerned was valid and binding on all the employees covered by the collective agreements in force, whether or not they were union members.

In Ontario, the High Court, in *certiorari* proceedings, quashed an arbitration award on the ground that the board, by refusing to hear a grievance submitted by a union under collective agreement, declined to exercise its jurisdiction under the terms of the collective agreement, and the provisions of the Ontario Labour Relations Act.

Supreme Court of Canada . . .

. . .upholds ruling that *certiorari* not applicable to arbitration board under collective agreement

On March 26, 1962, the Supreme Court of Canada, dismissing an appeal from a judgment of the British Columbia Court of Appeal, confirmed that the arbitrators appointed by the parties under a collective agreement pursuant to the British Columbia Labour Relations Act were not statutory arbitrators and, therefore, not subject to certiorari.

Further, the Supreme Court held that the British Columbia Labour Relations Act does not prohibit recourse to the courts by either party to a collective agreement to challenge the jurisdiction of an arbitration board sitting pursuant to a collective agreement, or the validity of its award, in a manner as permitted by the Arbitration Act or by the common law.

The judgment of the Court was delivered by Mr. Justice Cartwright, who related the following facts of the dispute.

On June 8, 1944, Local 663 of the International Union of Mine, Mill and Smelter Workers (Canada) was certified as bargaining representative of the employees of Britannia Mining and Smelting Co. Ltd. Later, the company's operations were taken over by Howe Sound Company and, on December 23, 1958, the British Columbia Labour Relations Board varied the certificate by deleting the name Britannia Mining and Smelting and substituting in its place the name Howe Sound Company.

In August 1956 the Standard Life Assurance Co. issued a group pension policy to the Britannia company providing for pensions and death benefits for its em-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

ployees. In August 1958 the Britannia company assigned all its rights in the policy to Howe Sound Company.

A collective agreement dated November 27, 1958, and effective from December 1, 1958, was entered into between Local 663 and Howe Sound Company. Article 16 of the agreement dealt with grievance procedure leading through various stages to the formation of an arbitration board. The decision of the arbitration board was to be final and binding on the parties concerned, "insofar as such decision is not inconsistent with any law, order or directive of any government, agency of government, or other body constituted to enact, administer or issue such law, order or directive, and such authority has jurisdiction on the date of the rendering of such decision."

Article 25 of the agreement reads as follows:

> This Agreement between the union and the company is made in recognition of and subject to the provisions of all Dominion and/or Provincial regulations pertaining thereto and to the laws in force in the Province of British Columbia from time to time.

Article 23 of the collective agreement dealt with the retirement plan and read as follows:

> The Company agrees to contribute to a Retirement Benefit Plan in accordance with an agreement between Howe Sound Company and the Standard Life Assurance Company. For the purpose of this Article the Company agrees to recognize past service of those ex-employees of Britannia Mining and Smelting Co. Limited (dissolved) who have not withdrawn from the Plan prior to the date of this agreement.

The nature of the grievance that was submitted to the arbitration board by the union was that the company refused to carry out the provisions of Article 23 of the collective agreement regarding the coverage by the pension plan of all former employees of the Britannia company, whether such employees were hired by the Howe Sound Company Britannia Division or not, who had not withdrawn from the plan prior to the date of the collective agreement.

The company took the position that the alleged grievance was not properly arbitrable under Article 16 of the collective agreement and that any ex-employee of Britannia company claiming to be entitled to coverage by the group pension plan should begin a court action against the assurance company underwriting the plan and a court decision would be binding on all the parties. On the other hand, a decision of the board of arbitration could not hind the assurance company or an ex-employee who had not been rehired by the Howe Sound Company.

The company had consistently maintained its position that the alleged grievance was not a proper subject for arbitration under the terms of Article 16 of the Agreement and, in the opinion of Mr. Justice Cartwright, by taking part in this arbitration, had not lost its right to assert that the arbitrators had no authority to make an award. The law on this point was stated in the following passages in *Russell on Arbitration*, 16th ed., at pp. 162 and 163:

> If a party to a reference objects that the arbitrators are entering upon the consideration of a matter not referred to them and protests against it, and the arbitrators nevertheless go into the question and receive evidence on it, and the party, still under protest, continues to attend before the arbitrators and cross-examines the witnesses on the point objected to, he does not thereby waive his objection, nor is he estopped from saying that the arbitrators have exceeded their authority by awarding on the matter.
>
> Continuing to take part in the proceedings after protest made does not amount to consent.

When the arbitration board met on November 4, 1960, counsel for the company raised a preliminary objection to the board's jurisdiction and the board reserved its decision on the objection and adjourned the hearing until November 21.

On November 18, the board gave its decision, in which it noted, *inter alia*, that by Article 16 of the collective agreement, the company and the union agreed to arbitrate "any dispute or grievance arising as to the interpretation of this agreement. . . whether the dispute or grievance is claimed by any person employed, or by the men as a whole. . ." when they failed to reach agreement about such disputes.

The company argued that this article applied only to the grievances of specific present employees. In the board's opinion, such interpretation of Article 16 was too restrictive because, when the union entered into the agreement with the company, it was acting on behalf of "the men as a whole," and when it alleged that the company was not complying with an article of the agreement, it was complaining on behalf of "the men as a whole," and it was not necessary for the union to show that some particular employee was prejudiced.

The board added that if the company failed to carry out any term of the agreement, it was a matter of concern for the whole body of employees covered by the agreement, and they had a grievance, even though the immediate beneficiary of the promise by the company might be a third party to the agreement. The board held that the grievance of the union, involving the interpretation of an article of the collective agreement, came within the provisions

of Article 16 and the board had jurisdiction to proceed with the hearing of the union's grievance.

On November 21, the board reconvened and, at its request, the parties agreed on a formulation of the issue before it, which read as follows:

Does Article 23 of the collective agreement dated December 1, 1958, impose on the company the obligation to make pension contributions for past service of ex-employees of Britannia Mining and Smelting Co., Limited who had not withdrawn prior to the date of the agreement from the Retirement Benefit Plan referred to in that Article and who have not been rehired by the company since that date?

The hearing before the board followed and the union called its first witness, but the proceedings were stopped upon the board's being served with the notice of motion for a writ of *certiorari*.

The motion for a writ of *certiorari* was heard before Mr. Justice McInnes, who, after considering the terms of the collective agreement and certain sections of the Labour Relations Act, said in part:

The plain meaning and intent of the whole agreement, and particularly Articles 16 and 23, is that employees of the present company who were formerly employed by the Britannia Company shall retain the full benefits to which they were entitled under the pension plan which was in existence between the old company and its employees. No other meaning is possible or was ever intended to be conveyed by the terms of the present collective agreement and in particular, Article 23 thereof.

In the opinion of Mr. Justice Cartwright, that was not the question which Mr. Justice McInnes was called upon to decide; his function was to determine whether or not the board had jurisdiction to decide the matter referred to it.

In the result, Mr. Justice McInnes ordered that the ruling of the board of November 18, 1960, be quashed.

In the Court of Appeal (L.G., Jan., p. 72), for the first time, the question was raised whether *certiorari* would lie against the arbitration board in question and the Court of Appeal held unanimously that it would not and consequently allowed the appeal without dealing with any other questions.

In this respect, Mr. Justice Cartwright quoted the following passage from the judgment of Mr. Justice Tysoe of the Court of Appeal:

Certiorari does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board; that is, a person or board to whom by statute the parties must resort. Prerogative writs of *certiorari* and prohibition do not go to ordinary private arbitration boards set up by agreement of parties: *Ex parte Neate; Reg. v. National Joint Council for Craft of Dental Technicians* (1953), 1 QB 704, (1953) 2 WLR 342. We must, therefore, decide whether this arbitration board is a private arbitration body set up by agreement or a statutory board.

In *Ex Parte Neate: Reg. v. National Joint Council of Dental Technicians,* Lord Goddard said:

But the bodies to which in modern times the remedies of these prerogative writs have been applied have all been statutory bodies on whom Parliament has conferred statutory powers and duties which, when exercised, may lead to the detriment of subjects who may have to submit to their jurisdiction...

...There is no instance of which I know in the books where *certiorari* or prohibition has gone to any arbitrator except a statutory arbitrator, and a statutory arbitrator is one to whom by statute the parties must resort.

Counsel for the company submitted that, by the combined effect of Sections 21, 22, 24 and 60 of the Labour Relations Act, the arbitration board set up under Article 16 of the collective agreement is, in substance, a statutory board to which, by statute, the parties must resort. It was argued that, while its creation is provided for and its powers are conferred upon it by the agreement, and two of its members are appointed by the parties and the third pursuant to the request of those two, all these things are agreed to, not of the free will of the parties, but under the compulsion of the statute. In support of this submission, the company relied, among others, on *Re International Nickel Co. of Can. and Rivando* (L.G. 1956, p. 1155), a unanimous decision of the Court of Appeal for Ontario.

Mr. Justice Cartwright noted that there are differences between the Ontario legislation and that in force in British Columbia, and whether the company's argument should prevail must depend chiefly on the wording of the British Columbia statute.

The sections of the British Columbia Labour Relations Act upon which the company relied read as follows:

S. 21. Every person who is bound by a collective agreement, whether entered into before or after the coming into force of this Act, shall do everything he is required to do, and shall refrain from doing anything that he is required to refrain from doing, by the provisions of the collective agreement, and failure to do or refrain from so doing is an offence against this Act.

S. 22 (1). Every collective agreement entered into after the commencement of this Act shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof.

S. 22 (2). Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Minister shall by order prescribe a provision for such purpose, and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on all persons bound by the agreement.

S. 24. Each of the parties to a collective agreement shall forthwith, upon its execution, file one copy with the Minister.

S. 60. Every trade-union, employers' organization, or person who does anything prohibited by this Act, or who refuses or neglects to do anything required by this Act to be done by him, is guilty of an offence and, except where some other penalty is by this Act provided for the act, refusal, or neglect is liable, on summary conviction,

(a) if an individual, to a fine not exceeding fifty dollars; or

(b) if a corporation, trade-union, or employers' organization, to a fine not exceeding two hundred and fifty dollars.

Counsel for the company argued that the provision in the collective agreement stating that the decision of the arbitration board shall be final, when read in the light of Section 22(1) of the Act requiring "a provision for final and conclusive settlement . . . of all differences," had the effect of prohibiting recourse to the courts by either party to question the jurisdiction of the board or the validity of its award, and thus left prohibition and *certiorari* as the only available remedies.

Mr. Justice Cartwright did not accept this argument. In his opinion, even if the collective agreement did not contain Article 25 and the sentence about the finality of the arbitration board's decision in Article 16, quoted above, words clearer than those used in the collective agreement and in the statute would be necessary to have the effect of ousting the jurisdiction of the courts. In his view, it is open to the parties, should the occasion arise, to question the jurisdiction of the arbitration board or the validity of any award it makes in such manner as is permitted by the Arbitration Act or by the common law.

For these reasons and those given by Mr. Justice Tysoe in the Court of Appeal, Mr. Justice Cartwright reached the conclusion that the arbitration board, in the case under review, was not one to which *certiorari* could be applied and, consequently, the company's appeal should be dismissed.

He also agreed with the view of Mr. Justice Tysoe that the question of what the situation would be should the parties to a collective agreement fail to include in it a provision for final and conclusive settlement without stoppage of work so as to bring into operation the provisions of Subsection (2) of Section 22 of the Labour Relations Act should be reserved for future consideration. *Re Crown Office Rules Act, Certiorari Proceedings (B.C.), Howe Sound Company v. International Union of Mine, Mill and Smelter Workers (Canada), Local 663,* (1962), 37 W.W.R., Part 14, p. 646.

Manitoba Court of Queen's Bench . . .

. . . rules that a trade union in Manitoba has no legal status to obtain *mandamus* order from court

On October 19, 1961, Chief Justice Williams of the Manitoba Court of Queen's Bench held that a trade union in Manitoba had no legal status to obtain an order from the Court to compel an employer to carry out a term of a collective bargaining agreement relating to a pension plan.

The Bakery and Confectionery Workers' International Union of America, Local 389, Winnipeg, entered on May 1, 1959 into a collective agreement with Brothers Bakery Ltd. The agreement, in Article 17, provided for a pension plan, which the company agreed to make effective from January 1, 1961 once the plan was approved by the vote of the employees concerned. Apparently, the company refused to take necessary steps to put the plan into effect.

On May 4, 1961 the Manitoba Labour Relations Board granted the union's request for consent to prosecute the company for alleged violation of the Labour Relations Act in failing to put the pension plan into effect.

No prosecution of the company had been undertaken and the reason given by the union for not prosecuting was that, while the prosecution might result in a fine, it would not necessarily result in the company's taking necessary steps to make the pension plan effective.

Also, the union did not apply for arbitration of the problem under the collective agreement grievance procedure because, in the union's opinion, the issue between the union and the company was not any different as to matters of fact or matters of law, but simply a refusal by the company to do what it had contracted to do, and an arbitration board has no power to enforce the execution of the pension plan by the company, and any reference to arbitration would simply be a waste of time and money.

Instead, the union brought the matter before the Court by way of originating notice to obtain a *mandamus* order compelling the company to take necessary steps to implement the provisions of the collective agreement in order to put the pension plan into effect.

In connection with the arbitration provision in the collective agreement, Chief Justice Williams drew attention to Section 19(4) of the Labour Relations Act, which reads:

The Arbitration Act does not apply to an arbitration under a collective agreement.

It was argued that, because of this Section, an arbitration award under the collective agreement would be ineffective because it could not be enforced by the Court. In the Chief Justice's opinion, if the person or corporation had a proper status, the effect of Section 19(4) would not be to bar an application to the court to enforce the award, relying upon the common law or equitable jurisdiction of the court. The insertion of Section 19(4) in 1957, however, does point up the differences between collective agreements and ordinary commercial contracts.

Chief Justice Williams dismissed the motion on the ground that *mandamus,* a mandatory order, or a mandatory injunction, cannot be obtained on originating notice. Another ground for dismissing the motion was that a trade union in Manitoba had no legal status to obtain an order compelling the employer to carry out a term of a collective bargaining agreement.

In the opinion of the Chief Justice, the matter of status of trade unions in Manitoba was settled by the judgment of the Manitoba Court of Appeal in *Re Walterson and Laundry & Dry Cleaning Workers' Union and New Method Launderers Ltd.,* (L.G. 1955, p. 565) where, in affirming a court order prohibiting a magistrate from hearing certain prosecutions authorized by the Labour Relations Board and brought by the union in its own name, Chief Justice Adamson stated that the union was not a legal entity and, as such, could not sue or be sued in civil proceedings and could not prosecute or be prosecuted in criminal proceedings.

Further, Chief Justice Adamson stated that a number of unincorporated individuals cannot be a party to judicial proceedings in their club, union or association name, and Section 46(1) of the Manitoba Labour Relations Act gave a trade union status in courts only to be prosecuted for an offence under the Act. This specific provision as to when a trade union could be a party in legal proceedings negated the submission that the intention of the Act was to make trade unions legal entities for all purposes within the purview of the Act.

Further, Chief Justice Adamson noted that the same principle was upheld, in so far as the province of Quebec was concerned, in the Supreme Court of Canada in *International Ladies' Garment Workers' Union v. Rothman* (1941) S.C.R. 388, and under the federal Industrial Relations and Disputes Investigation Act in *Can. Seamen's Union v. Can. Labour Relations Board* (L.G. 1951, p. 697).

Chief Justice Williams, in the case under review, concluded that the judgment in the *Walterson* case was binding and all Manitoba decisions prior to the *Walterson* case must be read in its light, and that there was nothing in the *Therien v. International Brotherhood of Teamsters* case (L.G. 1960, p. 276) that could weaken its effect.

Further, Chief Justice Williams said that primarily, a trade union is a voluntary unincorporated association; it is not a legal entity known to the law. It may not sue or be sued in civil proceedings and may not prosecute or be prosecuted in criminal proceedings. The Legislature may confer upon or impose upon such an association powers and liabilities, but this should be done by clear and unambiguous words.

The Courts have, however, by implication from the words or intent of the statute in question, found that in certain instances such unions are given a status or *quasi* status. They have been held to be suable for certain torts. They have been given a status in some cases to conduct prosecutions for breaches of the statute. They have apparently been authorized or required to enter into arbitration agreements. But, in his opinion, the Court should not be required to go too far in "implying" status.

Chief Justice Williams could not see, on consideration of the Labour Relations Act, any power given by express words or reasonable implication to the union in the case at bar to maintain the proceedings in question, and he held that it had no status to do so. Also, he said that the use of the words "or otherwise" after the word "arbitration" in Section 19(1) of the Act does not give any right of action in a case such as this under review. This section reads:

> *Section 19(1)*: Every collective agreement entered into after the twenty-first day of April, 1948, shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise of all differences between the parties to, or persons bound by, the agreement or on whose behalf it was entered into, concerning its meaning, application or violation.

The Court dismissed the motion for a *mandamus* order to compel the employer to carry out a term of a collective agreement relating to a pension plan. *Re Bakery and Confectionery Workers' International Union of America, Local 389, Winnipeg, and Brothers Bakery Ltd.* (1962), 37 W.W.R., Part 9, p. 413.

Quebec Court of Queen's Bench . . .

. . . upholds the validity of union dues agreement between employer and certified bargaining agents

On December 15, 1961, the Quebec Court of Queen's Bench allowed an appeal from the judgment of Mr. Justice Mont-

petit of February 24, 1956, and held as valid a "union dues agreement" between the CNR and the unions recognized as duly certified bargaining agents for the employees concerned.

The Court held that the agreement—which stipulated that each employee covered by the collective agreements then in force, whether or not a member of the union, would be obliged to pay union dues and that the sanction for non-payment would be the loss, for the delinquent employee, of his preference of employment—was neither contrary to nor prohibited by the provisions of the Industrial Relations and Disputes Investigation Act. Further, the Court held that the agreement in question did not imply intimidation or coercion, but only imposed a condition that was reasonable and within the law.

Since 1946, the Brotherhood of Locomotive Engineers has been recognized as a certified bargaining agent for "the locomotive engineers handling steam or other classes of motive power while employed as such in Canada by the Canadian National Railways." The Brotherhood of Locomotive Firemen and Enginemen has been recognized since 1948 as a bargaining agent for all the CNR employees engaged as "locomotive fireman, locomotive helpers, hostlers, and outside hostlers' helpers."

Both unions had collective agreements with the Canadian National Railways which were valid on February 1, 1955, and covered all the above-mentioned employees. On February 1, 1955, both unions and the company signed an additional agreement called "union dues agreement" which was to be valid from April 1, 1955 till March 31, 1956, and which stipulated "the payment of union dues as a condition of continued preference of employment with the railway company."

Sloan had been a member of both unions for 18 and 17 years respectively, until November 1952, when he ceased to be a union member but continued to pay union dues under the dues agreement. The latter agreement provided that all CNR employees covered by the collective agreement then in force, whether or not members of the unions, were bound to tender and pay the union dues assesed by the two Brotherhoods. Upon the failure of such payment, the employees were considered as delinquent and were liable to lose their "preference of employment." The effect of the "loss of preference of employment" clause was that a delinquent locomotive engineer, locomotive firemen (helper), hostler or hostler's helper, would lose the privilege of exercising his seniority to service of any kind and would not be called for work unless there was no one else available.

In April and May 1955, Sloan refused to pay union dues, and in June he lost his seniority rights for three days. Once he started the payments, his seniority was restored. Then he brought a court action challenging the legality of the union dues agreement on the grounds that the agreement was not a collective agreement; the unions and the company had no right to sign it; the agreement was contrary to the Industrial Relations and Disputes Investigation Act, to the Civil Code, and to the constitution and by-laws of the Brotherhoods. He contended also, that the agreement was against public order.

Mr. Justice Montpetit of the Superior Court rejected the submission that the union dues agreement was not a collective agreement; he also rejected the contention that the parties to the agreement had no right and no authority to sign it. He accepted the contention, however, that the agreement was contrary to the Industrial Relations and Disputes Investigation Act and he declared null and void the parts of the agreement dealing with the loss of preference of employment, and held the union dues agreement as such null and without effect insofar as Sloan was concerned.

The judgment of Mr. Justice Montpetit was appealed by the unions.

In the Court of Queen's Bench, the unions asked for confirmation of the findings of the judge below that the union dues agreement was of the nature of a collective agreement within the terms of Section 2(1) of the I.R.D.I. Act and that the unions, which were certified bargaining agents, had the right to claim the totality of rights conferred upon them by the said Act.

On the other hand, the unions submitted that the judge below was wrong when he found, *inter alia*, that the provisions of the union dues agreement regarding the loss of preference of employment could not be comprised in the exceptions authorized by Section 6(1) of the Act; that the judge was also wrong when deciding that the stipulations of the agreement were in conflict with Section 4(4) of the Act, as well as in his findings that the union dues agreement was void and null insofar as Sloan was concerned.

The following sections of the Industrial Relations and Disputes Investigation Act were considered:

S. 2 (1) (d). "Collective agreement" means an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of

the employees, on the other hand, containing terms or conditions of employment of employees including provisions with reference to rates of pay and hours of work.

S. 4 (4). No employer and no person acting on behalf of an employer shall seek by intimidation by threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union and no other person shall seek by intimidation or coercion to compel an employee to become or refrain from becoming or to cease to be a member of a trade union.

S. 6 (1). Nothing in this Act prohibits the parties to a collective agreement from inserting in the collective agreement a provision requiring, as a condition of employment, membership in a specified trade union, or granting a preferce of employment to members of a specified trade union.

S. 10. Where a trade union is certified under this Act as the bargaining agent of the employees in a unit

(a) the trade union shall immediately replace any other bargaining agent of employees in the unit and shall have exclusive authority to bargain collectively on behalf of employees in the unit and to bind them by a collective agreement until the certification of the trade union in respect of employees in the unit is revoked,

S. 18. A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

(a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified.

Mr. Justice Casey, in his reasons for judgment, agreed with the ruling of the trial judge that the union dues agreement was a collective agreement, that the preference of employment provisions were conditions of employment, and the unions and the company were entitled to enter into this kind of contract. As there was no appeal from that part of the judgment, the issue before the Court of Appeal was to decide whether the union dues agreement was contrary to the I.R.D.I. Act. In particular, the question was whether the union dues agreements set up the type of preference contemplated by Section 6(1) of the Act. The trial judge reached the conclusion that the preference of employment, as provided in the agreement, was not the one envisaged by Section 6(1) of the Act.

On this point, Mr. Justice Casey disagreed with the decision of the trial judge. He noted that the question whether there was anything in the Act that expressly prohibits agreements of this type was dealt with by Chief Justice McRuer of the Ontario High Court in *Hill v. Canadian Pacific Railway Company* (L.G., April, p. 450). He agreed with the Chief Justice's reasoning that irrespective of Section 4(4) and Section 6(1), the I.R.D.I. Act, by Sections 10 and 18, authorizes an agreement of the kind under review; that an employer is entitled, under the Act, to agree with a trade union acting on behalf of his employees that payment of union dues is a condition of employment, or a condition to the enjoyment of preference in employment.

Mr. Justice Casey agreed also that Sections 4(4) and 6(1) do not concern the situation under review because the purpose of these subsections is to preserve the right of freedom to belong to a union, or freedom to refrain from belonging to a union, and that the employee is not to be subject to coercion, but that is a different thing from an employer saying to his employees: "If you wish to have the benefits of collective agreements that we enter into with the union and to remain in our employ, you will pay union dues"; or, "If you wish to enjoy the privileges of the union agreement as to first in first out in the pool of engineers, you will have to support the union that looks after the enforcement of the rights of the employees."

Mr. Justice Casey added that it was unrealistic and contrary to the economy of the Act to assume that unions must or should donate their services to non-member employees; it is in the interest of the employees that they be given a bargaining agent, and this interest implies a duty to contribute to the costs incurred by that agent in the discharge of its functions. Therefore, before declaring a union dues agreement invalid under the Act, Mr. Justice Casey would require an express prohibition or, at the very least, one that necessarily implies invalidity. Since he was unable to find either, he held the union dues agreement valid.

Further, he did not regard the loss of preference of employment provisions as intimidation or coercion; in his opinion, these provisions imposed on all a condition that was reasonable and not contrary to the law.

Mr. Justice Badeaux, in his reasons for judgment, noted that the trial judge rightly decided that the union dues agreement was a kind of collective agreement. A collective agreement, under the terms of Section 2(1)(d), has to be (1) an agreement in writing between an employer or an employers' organization acting on behalf of an employer, on the one hand, and a bargaining agent of his employees, on behalf of the employees, on the other hand, and (2) has to contain terms or conditions of employment of employees, including provisions with reference to rates of pay and hours of work.

The union dues agreement under consideration was no doubt in conformity with the first requirement of a collective agreement. Did it, however, conform with the second requirement, namely, did it contain conditions of employment of employees?

In this respect, Mr. Justice Badeaux said that the union being duly certified, all the employees in the bargaining unit, whether or not union members, were bound by the union dues agreement in pursuance of Section 18(a) of the Act. This collective agreement, in his opinion, did not contain anything discriminatory against the employees who were not union members, since the conditions of employment which this agreement imposed were the same for the union members as for those who were not.

Under the agreement in question, if an employee who was a union member ceased to pay his union dues, he lost his seniority exactly in the same way as an employee who was not a union member and who had stopped his payments. The employee was not deprived of his right to work, but he lost his seniority and could work only when the list of employees who made such payment had been exhausted.

Under Section 18(a) of the Act, all the employees within the bargaining unit are bound by such an agreement, which, in the opinion of Mr. Justice Badeaux, was made not to the detriment of one or the other group of employees, but in reality for the common benefit of all the employees of the bargaining unit without distinction.

In reference to Section 4(4) of the Act, Mr. Justice Badeaux said that the section in question forbids an employer to seek by intimidation, by the threat of dismissal, or by any other kind of threat, or by the imposition of a pecuniary or other penalty, or by any other means, to compel an employee to refrain from becoming or to cease to be a member or officer or representative of a trade union. And no other person could, for the same reasons, compel an employee to become or refrain from becoming, or to cease to be, a member of a trade union. In his opinion, this section deals with a total forfeiture of the right to work, while this was not stipulated in the union dues agreement.

Under Section 6(1) of the Act, Mr. Justice Badeaux continued, the CNR and the unions could include in the collective agreement a provision stipulating as a condition of employment the membership in the union, or could provide for a preference of employment for a union member. This section allowed the conditions of employment to be more restrictive than those contained in the union dues agreement.

Mr. Justice Badeaux did not find anything in the Act that would prevent insertion in the union dues agreement of the conditions of employment such as were included. In conclusion, he held that the provisions regarding the loss of preference of employment as contained in the union dues agreement could be comprised within the exceptions provided by Section 6(1) of the Act and these provisions were not in conflict with Section 4(4) of the Act.

Mr. Justice Rinfret, in his dissenting opinion, stated that the union dues agreement was illegal insofar as Sloan was concerned. Further, he held that the agreement could not be considered as being of the nature of a collective agreement within the terms of Section 2(1)(d) of the I.R.D.I. Act because, insofar as the agreement went, the unions were not acting in the name of the employees, nor were they concerned only with the benefits of employees whom they represented as bargaining agents, but they were prompted by their own benefits and interests with the sole aim of facilitating the collection of union dues from their members and of the contributions imposed on non-members.

Also, Mr. Justice Rinfret added that the union dues agreement was outside the scope of Section 6(1) of the Act and was not a stipulation of preference of employment which the parties to the collective agreement could grant to the members of a specified trade union. Actually, in Mr. Justice Rinfret's opinion, the provision in question amounted to a penalty for defaulting in the payment of union dues imposed on all employees, whether or not union members, who, by refusing to pay, become delinquent.

The Court of Queen's Bench, by a majority decision, allowed the appeal and found the union dues agreement valid and within the terms of the I.R.D.I. Act and binding insofar as Sloan was concerned. *Brotherhood of Locomotive Engineers and Brotherhood of Locomotive Engineers and Firemen v. Sloan and Canadian National Railways*, (1962) R.J.B.R., No. 4, p. 305.

Ontario High Court . . .

. . . quashes arbitration decision on ground that the board declined to exercise its jurisdiction

On January 23, 1962, Mr. Justice Gale of the Ontario High Court, in *certiorari* proceedings, quashed a decision of an arbitration board in which the board had declined to hear a dispute submitted by a union under a collective agreement. The Court held that under the collective agreement the union had the right to submit to an arbitration board any grievance which

the individual employees had the right to raise and the board could not decline its jurisdiction by refusing to hear such dispute.

On January 10, 1961, Local 598 of the Mine, Mill and Smelter Workers Union requested a meeting of the International Nickel Co. of Canada Ltd. under Article 7.09 of the collective agreement to deal with an alleged violation of Article 11.13 of the agreement in respect of the amounts said to be payable to the employees for the 1960 Christmas and New Year's pay periods.

The opening paragraph of Article 7.09 reads as follows:

> Any differences arising between the union and the company from the interpretation, application, administration or alleged violation of the provisions of this agreement, instead of following the procedure hereinbefore set out, may be submitted, in writing by either of such parties to the other with opportunity for oral discussion between the officers of the union and the General Manager or his designated representative.

The article continues by setting out the procedures that were to be followed in the event there was not an initial settlement and ultimately provides that such matters might go to arbitration.

Other Articles dealing with the adjustment of grievances were Articles 7.01 to 7.08, which had to do with differences arising "between the company and any of the employees." Apart from the words quoted above, the first part of Article 7.01 was identical with Article 7.09.

From the outset, the company took the position that the question of what was to be paid to all of the some 8,000 employees with respect to the periods in question was a dispute between the company and each individual employee and could not be the subject matter of discussions and proceedings under Article 7.09 between the union and the company.

When the union submitted the dispute to the arbitration board, the majority of the board decided that the board had no jurisdiction to hear the dispute because the dispute was not one which could be processed through Article 7.09. The Board's decision could be summed up by quoting from the award the following passage:

> We are dealing with a contract which provides for final and binding arbitration of any difference whatever, but provides two different and mutually exclusive procedures for the only two kinds of difference that can possibly arise under a collective agreement namely, a difference between employees as such and the company and differences between the union as such and the company.

When the union applied for *certiorari* to quash the board's decision, it took the position that the board had jurisdiction to deal with dispute. The union's counsel argued that, in declining jurisdiction, the board acted in excess of jurisdiction; that there was an infringement of the fundamental principles of justice because, in failing to adjudicate the dispute, the board denied justice to those seeking it; that there was an error on the face of the record which amounted to a manifest defect of jurisdiction; and that the board unlawfully declined jurisdiction when, in law, it was obliged to act.

Mr. Justice Gale was of the opinion that *certiorari* should be granted and the board's ruling quashed because the board declined or refused to assume jurisdiction which it possessed.

In his opinion, there were two matters before the board. There was first the company's allegation that the dispute raised by the union was not one between the company and the union, but was one between the company and its employees and was therefore not one that could be processed and ultimately arbitrated pursuant to Article 7.09 of the collective agreement. As the union steadfastly contested that contention, therefore, in the opinion of Mr. Justice Gale, the board's first duty was to ascertain and decide whether, by reason of the agreement and the provisions of the Ontario Labour Relations Act and the correspondence at hand, the board had jurisdiction to hear the dispute although initiated by the union rather than by the employees personally.

The second matter before the board was to decide the question of how Article 11.13 of the collective agreement dealing with the amounts payable for the 1960 Christmas and New Year's pay periods should be interpreted and whether the employees of the company should have received the money they claimed under Article 11.13. The consideration of the second matter by the board depended on the ruling regarding the first question as to whether the board had jurisdiction to hear the dispute. Consequently, the question before the Court to decide was primarily whether or not the board wrongly refused to assume jurisdiction.

In deciding this matter, Mr. Justice Gale did not accept the proposition that the collective agreement contemplated two types of differences which were mutually exclusive and which had to be processed in separate ways. On the contrary, he was of the opinion that all differences may be disputed and carried to arbitration, subject

to the specific terms of Articles 7.01 to 7.10 as to procedures, by either the union or an individual employee. Article 7.01 offered one type of procedure for individuals up to a certain point and Article 7.09 gave a different type of procedure to the union, but there was no suggestion in the collective agreement that "differences" fell into two or more classes and that one class must be pursued by individual employees and the other by the union.

This interpretation, according to Mr. Justice Gale, is recognized by and flows from the provisions of the Labour Relations Act and, in particular, from Section 32 of the Act, which provides that in every collective agreement the trade union is a party and is to be deemed to be the exclusive bargaining agent of the employees, and from Section 1(j), which suggests that one of the purposes of the formation of a trade union is the regulation of relations between employees and employers.

Section 34(1) and (2) are also of significance because they stipulate that the form of article therein set out regarding arbitration is deemed to be contained in any collective bargaining agreement from which it is omitted and is one "between the parties" which, of course, must include at least the union and the company. The board held, however, that this direction provided by the Act to the parties was removed from the union when it agreed to the insertion of Article 7.01 in the collective agreement. In other words, the board concluded that by accepting that Article the union abandoned its right to raise any question, including those involving pay for the entire work force, that individual employees have the right to raise.

Mr. Justice Gale did not agree with the board's interpretation and held that, if there has been abdication by the union of its ordinary right to bring a matter such as this to arbitration, then it must be found, if at all, in clear and explicit language. In the agreement under consideration, such language was entirely lacking.

Further, Mr. Justice Gale noted that Article 7.09 of the collective agreement was worded in general terms and did not qualify in any way the type of difference that the union could bring pursuant to its provisions and did not envisage different classes of difference. Articles 7.01 to 7.08 and Article 7.09 differentiated only between two types of grievors, not between differences. If it were otherwise, it would be almost impossible to decide into which class a difference might fall. Uncertainty, and perhaps chaos, would follow, for every grievance would probably be preceded by a quarrel as to whether it was one which was available only to employees or only to the union.

Under the collective agreement, the parties desired to promote harmonious industrial relations and to establish the union as a party to the agreement, not only on its own behalf, but also on behalf of all its employees. In assuming these responsibilities, the union, in Mr. Justice Gale's opinion, was obliged to provide the mechanism for the carrying out of those terms of the agreement which, in its opinion, were to the benefit of individual employees.

Mr. Justice Gale also agreed with the union's interpretation of Article 7.09. Under this article *any* difference was capable of being processed to arbitration, and the words "instead of following the procedure hereinbefore set out" indicated that the union could resort to either of the two methods of initiating proceedings for the adjustment of any dispute.

Mr. Justice Gale was of the opinion that the union had the right under the agreement to resort to Article 7.09 in the dispute at bar. It was unreasonable to suggest that a matter affecting all of the great working force of the company was intended to be settled pursuant to individual grievances and in no other manner. The fact that Articles 7.01 to 7.07 imposed a definite restriction upon the right of individual employees to follow the procedure therein set out was another reason for rejecting the company's contention. An employee's right to grieve stopped at a certain stage and the agreement thus recognized that the union was thereafter his agent with exclusive power to process further all matters which it deemed worthy of additional consideration.

In conclusion, Mr. Justice Gale held that, in the situation at bar, the union could commence the proceedings under Article 7.09 and the board was wrong in deciding that no such right existed and that it had no jurisdiction to deal with the merits of the dispute as to the interpretation of Article 11.13. The board was directed to deal with the dispute as submitted by the union. *Re Sudbury Mine, Mill and Smelter Workers Union, Local 598 and International Nickel Co. of Canada Ltd.* (1962), 32 D.L.R. (2d), Part 7, p. 494.

Recent Regulations under Provincial Legislation

Saskatchewan increases minimum wage rates in cities. New Brunswick sets out minimum construction standards for logging camps, lays down rules for hygiene and sanitation. Alberta sets licensing requirements for sheet metal mechanics

In Saskatchewan, a revision of minimum wage orders increased rates for the 10 cities of the province but left rates for the smaller centres unchanged. In the cities, the minimum for most occupations is now $34 a week for full-time employees 18 years and over and 90 cents an hour for part-time workers. In the smaller centres, the corresponding rates are $32 a week and 85 cents an hour.

In New Brunswick, new regulations for logging camps set out minimum construction standards for camps and also laid down rules with respect to equipment, maintenance, sanitation and hygiene.

In Alberta, regulations under the Tradesmen's Qualification Act set out licensing requirements for sheet metal mechanics. The regulations for apprentice welders were revised. Three new orders dealing with gas installations were issued under the Gas Protection Act.

Alberta Apprenticeship Act

In Alberta, the apprenticeship rules for the welding trade have been re-issued with some changes in the provisions dealing with educational standards and wages of apprentices. The new regulations, which were gazetted as Alta. Reg. 287/62 on May 31, replace Alta. Reg. 126/57.

Apprentices in the welding trade must now have at least a Grade 9 education or its equivalent, instead of Grade 8.

The minimum now payable to an apprentice welder for registered employment prior to first-year technical training is 60 per cent of the prevailing journeyman's wage. The rate must be increased to 70 per cent after he passes his first-year technical training, with a further increase to 80 per cent after a second successful year. From the time he passes his third year of technical training until completion of his contract, an apprentice in the welding trade must now be paid at least 90 per cent of the journeyman's rate.

Previously, the minimum was 60 per cent of the journeyman's rate the first-year, 70 per cent the second, and 80 per cent the first six months of the third year and 90 per cent the last six months.

Alberta Gas Protection Act

Three new orders under the Alberta Gas Protection Act, dealing with gas appliances, were gazetted June 15.

One of these orders, Alta. Reg. 319/62, adopted the latest edition of the CSA installation code for gas-burning appliances and equipment (B.149-1962), in place of the 1958 edition previously used. Another order, Alta. Reg. 322/62, amends Alta. Reg. 319/62 with respect to certain provisions in the Code relating to the purging of gas lines. Both regulations are effective August 1, 1962.

A further order, Alta. Reg. 323/62, "Regulations Governing Gas Installations," consolidates the provisions of Alta. Reg. 637/57 and amendments with several new requirements.

One of these new provisions requires the producer or manufacturer of liquefied petroleum gas to introduce an odorant into it to indicate the presence of gas in air in concentrations as low as one half of one per cent by volume. Every tank truck ticket or tank car bill of lading must have a stamp stating that the gas has been "odorized in accordance with the requirements of the Gas Protection Act Regulations."

Another new requirement specifies that appliances rated in excess of 400,000 B.T.U. per hour must pass the operational test of the Gas Protection Branch before being approved for operation.

Alberta Tradesmen's Qualification Act

Regulations under the Alberta Tradesmen's Qualification Act providing for the examination and certification of sheet metal mechanics were gazetted as Alta. Reg. 288/62 on May 31. The trade of a sheet metal mechanic was designated a trade under the Tradesmen's Qualification Act in April, and these are the first regulations to be issued.

For purposes of these regulations, the term "sheet metal mechanic" means any person engaged in the fabrication or construction of warm air heating systems, ventilation systems, air conditioning systems, exhaust systems, fire doors, or restaurant, hospital and dairy equipment out of sheet metal not heavier than 10 gauge U.S.S., and in the installation, repair and servicing

of such equipment. It does not cover persons employed in the manufacture of sheet metal products for sale as such, nor those employed in the fabrication and installation of gravel stops and edging flashing or in the installation of eaves troughing made from sheet metal not heavier than 26 gauge U.S.S. or its equivalent.

As in other designated trades, the regulations provide for two types of certificates, certificates of proficiency and temporary certificates of proficiency.

To qualify for a certificate of proficiency in the trade of a sheet metal mechanic, an applicant must have at least four years experience and pass the prescribed examination. However, a sheet metal mechanic holding a certificate of qualification under the Apprenticeship Act may exchange it for a certificate of proficiency under this Act upon payment of the prescribed fee.

The examination for a certificate of proficiency will include both practical and theoretical tests based on the course of studies established for the trade under the Apprenticeship Act.

At the discretion of the Department of Labour, a temporary certificate of proficiency may be issued to a person who is subject to examination, or to a tradesman who has failed the examination for a certificate of proficiency but has obtained at least two thirds of the required pass mark.

The Department may also issue a certificate of proficiency or a temporary certificate of proficiency to a sheet metal mechanic who holds a certificate issued by another province or other approved licensing authority.

New Brunswick Logging Camps Act

The first regulations to be issued under the New Brunswick Logging Camps Act were gazetted June 6 to go into force on October 1. The Act, which was passed at the last session of the Legislature following a survey of woods camps by Department of Labour officials, provides for the enforcement of health and sanitation standards in logging camps.

The regulations, which are to be administered by the Department of Labour, lay down minimum construction standards for logging camps, specify the bedding, washing facilities and sanitary conveniences to be provided, and lay down rules with respect to sanitation, prevention of disease, and first aid.

The regulations apply to all temporary or permanent camps housing five or more employees engaged in cutting, driving, rafting, booming, transporting and sawing of logs, timber, pulpwood, firewood, pit props, railroad ties or sleepers, and work incidental to these activities.

Where possible, camp buildings must be located in a dry and sunny place, 100 feet or more from the high water level of a lake or stream. Floors must be tight and smooth and at least one foot above properly drained ground. Walls have to be seven feet or more in height and weatherproof. One square foot of window area is required for each 20 square feet of floor area. Roof windows may not be located over bunks. And artificial lighting must be provided.

There must be at least 300 cubic feet of air space for each occupant of a bunkhouse. The regulations also set out requirements for ventilators. Each camp must have at least two exits and be provided with a suitable fire extinguisher.

Workers must be provided with single beds not exceeding two tiers, with springs, and clean, disinfected bedding, including a mattress, sheets, woollen blankets, and a pillow. There must be a 24-inch passage between beds. Bed sheets are for the exclusive use of the worker and must be washed at least twice a month. Blankets must be washed and disinfected at least at the beginning of each working season.

Each camp is required to have proper facilities for the cleanliness of its occupants. Suitable washrooms with at least one basin for every five workers are to be provided and supplied with hot water. There must also be a suitable room or other space for workers to dry their clothes and a place to store clothes and other belongings.

A separate room must be provided for women employees. If a woman is accompanied by one child or more, a dwelling separate from the bunkhouse and kitchen must be made available.

Each camp must have a pantry for the storage of perishable foods, with proper protection against flies, insects, vermin and dust. There must also be a suitable storage place for vegetables. Kitchen utensils and dishes must be made of rustproof material and be properly washed after use.

Camp floors are to be washed twice a week and damp-swept daily. Insect screens must be provided. Harness, chainsaws and other equipment must be kept in a place other than the living quarters, where they will not interfere with camp cleanliness.

Camps must be provided with a plentiful supply of wholesome drinking water. If there is no drilled well, the water must be obtained from a source higher than the camp level. If obtained from a lake or river, the intake must be located upstream from the camp and at least 200 feet from the

nearest building. If running water is not available, a clean, covered container with a tap and cups must be supplied. The water supply must be tested in a laboratory at least yearly.

The regulations also set out minimum standards with respect to toilet facilities. Other sanitation provisions deal with drainage, garbage disposal, the location of stables, and the keeping of domestic animals.

An employer is forbidden to engage a cook, assistant cook or any food handler who does not have a certificate, issued within the preceding seven years, certifying his immunity to smallpox, his successful vaccination or accelerated reaction. Such a prospective employee must also have a medical certificate, issued within the past six months, stating that he is not suffering from a contagious or venereal disease and is not a carrier of germs likely to cause an infection transmissible by food.

The employer is obliged to take precautions to prevent the occurrence or spread of any infectious or contagious disease. He is also responsible for ensuring that the regulations of the Department of Health, or the sub-district board, regarding notifiable disease, are enforced. The employer must bear the cost of disinfection or cleaning for sanitary purposes.

The regulations state that the Minister of Health may require the employer to engage a medical doctor to attend and treat any camp occupant who has a notifiable disease and to take whatever other measures the Minister may consider necessary. The employer is also required to provide a first-aid room and a first-aid kit containing the articles specified.

Saskatchewan Minimum Wage Act

In a new revision of its minimum wage orders, the Saskatchewan Minimum Wage Board replaced its general order—which had set uniform rates throughout the province—by two orders, one applying in the 10 cities of the province and the other governing workers in other areas.

The minimum wage for adult workers in the cities and within a five-mile radius of a city is now $34 a week for full-time work and 90 cents an hour for part-time employment. In the smaller centres, minimum rates remain, as before, $32 a week and 85 cents an hour respectively, depending on the classification of the employees.

Regional differentials have also been restored in some of the special orders. The order for hotels and restaurants has been replaced by two orders, which set the same minima as the general orders. Similarly, there are now two orders for educational institutions, hospitals and nursing homes, instead of one; Order 3 applies in the cities and a five-mile radius, and Order 6 governs employees elsewhere in the province. The new order for amusement places (No. 10) also set higher minimum rates for employees in the cities but left minimum rates for other workers unchanged.

In addition, the Board increased the minimum wage of janitors in residential buildings, and of truck drivers.

The two special orders governing employees in logging and lumbering and in oil well drilling (Orders 9 and 11), and the order requiring employers to furnish employees with earnings statements every payday and on termination of employment (Order 12), were re-issued without change.

The revised orders, which were gazetted June 8 and went into force on July 1, replace orders issued in 1960 (L.G. 1960, p. 286).

Although regional differentials have been restored to some extent, the total coverage of the orders is substantially the same. Together, the two general orders and the nine special orders cover the majority of workers in the province. As before, the principal exemptions are agricultural workers and domestic servants, one difference being that, under the new coverage order (O.C. 940/62), employees in egg hatcheries are not included in the exemption for the agricultural industry.

The following other classes of employees are exempted under the general or special orders: workers employed in boarding or rooming houses; persons employed solely in a managerial capacity; firemen subject to the Fire Departments Platoon Act; registered nurses, student nurses or nursing assistants, and student laboratory or X-ray technicians whose wages and working conditions are fixed by regulations under the Hospital Standards Act; employees of rural municipalities engaged solely in road maintenance work; and persons employed on core drilling rigs or in oil well servicing, or in the geophysical or seismographic survey industry.

Employees engaged in highway construction work outside the boundaries of a city or town, a group previously excluded, will come under the general orders on October 1. On that date also, cooks and "cookees" employed by boarding car contractors or in cook cars operated by highway construction contractors, will be subject to the hotel and restaurant orders (Orders 2 and 5).

In line with former practices, a majority of the orders set weekly rates for full-time employees and hourly rates for part-time workers, with lower minima for employees under 18. Under the two general

orders (Orders 1 and 4), and the four orders governing employees in hotels, restaurants, educational institutions, hospitals and nursing homes (Orders 2, 3, 5, 6), the full-time or weekly rates apply to persons who work 36 or more hours a week and the part-time or hourly rates apply to persons whose normal work week is less than 36 hours. As formerly, these orders also impose a quota on part-time employees, limiting the number of such workers to 25 per cent of the total number of full-time employees.

The order for amusement places (No. 10) defines full-time employees in the same manner as the orders referred to above and, as before, classifies as "part-time" persons those who normally work between 16 and 36 hours a week and as "casual" employees those who work less than 16 hours a week. It does not, however, limit the number of part-time or casual employees.

Under the order for janitors and caretakers in residential buildings (No. 7), the weekly rate applies to employees who regularly work 48 hours a week, and the hourly rate to employees who work less than 48 hours a week.

As indicated above, the two general orders and the special orders for hotels, restaurants, educational institutions, hospitals, nursing homes and amusement places, set the same rates. In the cities and within a five-mile radius, the minimum is now $34 a week for full-time employees 18 years and over and $32 for those under 18. In the smaller centres, the corresponding rates are, as before, $32 and $30, respectively.

For part-time employees in the cities and within a five-mile radius (and "casual employees" in amusement places), the rate is now 90 cents an hour for employees 18 years and over and 85 cents for those under 18. In areas other than the cities, the part-time or casual rates remain 85 cents and 80 cents an hour, respectively, for the two age categories.

In addition to the rates described above, special rates are fixed for certain occupations. Full-time drivers of motor vehicles weighing up to 7,500 pounds gross weight must now be paid at least $37 a week in the cities and $35 elsewhere in the province. The part-time rates for drivers in this category are 95 cents and 90 cents an hour, respectively.

The special order for truck drivers, No. 8 (1962), set a minimum of 95 cents an hour or 3 cents a mile, whichever is greater, for persons driving trucks with a gross weight in excess of 7,500 pounds, and a minimum of 95 cents an hour for helpers and swampers. Previously, the general order set a full-time minimum of $35 a week for taxi drivers and for persons driving light delivery trucks (under 2,000 pounds net weight). Under the earlier trucking order, the minimum was 90 cents an hour or 3 cents a mile, whichever was greater, for drivers of trucks over 2,000 pounds net weight, and 90 cents a mile for helpers and swampers.

In the cities, the minimum for full-time messengers has been increased to $24 a week; elsewhere the minimum remains $22 a week. As before, a full-time messenger who provides his own bicycle is entitled to an additional 50 cents a week. For part-time messengers in the cities the minimum rate is now 70 cents an hour, five cents more than in the smaller centres. All part-time messengers who use their own bicycles must, as before, be paid an additional 3 cents an hour.

The minimum for janitors and caretakers in other than residential buildings has been increased to 90 cents an hour in the cities, but remains at 85 cents an hour elsewhere. The revised order for janitors in residential buildings, No. 7, (1962), increased the minimum of full-time employees from $42 to $44 a week and that of part-time janitors from 90 cents to 95 cents an hour.

As formerly, working hours of employees in hotels, restaurants, educational institutions, hospitals and nursing homes must be confined within a 12-hour period. However, it is now provided that such employees may not be required to report more than twice (three times, under the former orders) in the 12-hour period.

The provisions dealing with the three-hour minimum, public holidays, minimum age for employment and deductions are unchanged (L.G. 1960, p. 286).

UNEMPLOYMENT INSURANCE AND NATIONAL EMPLOYMENT SERVICE

Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit on May 31 number 263,900,* all claimants for regular benefit as seasonal benefit period ended during month. Number was about 23 per cent smaller than the total at end of May last year

Claimants for unemployment insurance benefit numbered 263,900 on May 31. Since the seasonal benefit period came to an end on May 19, the persons in this total were all regular claimants.

The end-of-May figure was nearly 30 per cent below the total of 373,300 regular claimants in April (in addition, 191,200 claimed seasonal benefit in that month), and about 23 per cent below the 341,000 persons who were claiming regular benefit in May last year.

Males accounted for 100,600, or 90 per cent, of the decrease of 109,400 in regular claimants in May.

The proportion of persons on claim for 13 weeks or more on May 31 was 39 per cent, compared with 48 per cent last year. On the other hand, there was an increase in the proportion of those on claim for less than five weeks, from 29 per cent on May 31 last year to 32 per cent on the corresponding date this year. Changes in the distribution of regular claimants by length of period on claim were more pronounced for men than for women.

Initial and Renewal Claims

Initial and renewal claims filed at local offices in May numbered 138,400, which was 40,000, or about 22 per cent, fewer than in April and 24,000, or nearly 15 per cent, fewer than in May last year.

The 93,000 initial claims in May included 35,000 filed by persons who had exhausted benefit and were seeking to re-establish credit. The April total of 122,100 included 53,700 such persons.

Despite the decline in the number of claims processed, from 188,200 in April to 153,500 in May, the number of cases in which claim to benefit was not established rose slightly. This is usual at this season of the year, and is associated with the termination of the seasonal benefit, which makes it necessary for claimants to fulfil the regular requirements in order to qualify.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in May was estimated at 430,300 compared with 556,300 in April and 563,500 in May 1961.

Payments during the month totalled $45,400,000 in comparison with $51,600,000 in April and $58,700,000 in May last year.

The average weekly benefit payment was $23.99 in May, $24.43 in April and $23.68 in May 1961.

The ending of seasonal benefit on May 19 had less effect on the amounts paid out than it had on the number of claimants and claims processed. This is because the week of May 20-26 was the only one in the month in which seasonal benefit was not in force, and it was also the last week covered by May payment data. Seasonal benefit payments thus were made for about three quarters of the month, but the total number of claimants at the end of the month, except for a few special cases, did not include seasonal claimants.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

*See Tables E-1 to E-5 at back of this issue.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for May showed that insurance books or contribution cards had been issued to 3,483,401 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1962.

At May 31, registered employers numbered 337,076, an increase of 494 since April 30.

Enforcement Statistics

During May, 11,073 investigations were conducted by enforcement officers across Canada. Of these, 7,078 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 179 were miscellaneous investigations. The remaining 3,816 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 161 cases, 32 against employers and 129 against claimants.*

Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,324.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in May totalled $26,564,030.77 in May, compared with $23,754,550.44 in April and $26,021,228.93 in May 1961.

Benefits paid in May totalled $45,409,413.89†, compared with $51,656,056.36 in April† and $58,704,100.43 in May 1961.

The balance in the Unemployment Insurance Fund on May 31 was $19,851,162.75†; on April 30 it was $39,147,154.43† and on May 31, 1961 it was $110,051,922.26.

Monthly Report on Operations of the National Employment Service

Placements made by the National Employment Service during June 1962 amounted to some 125,500, of which 86,200 were men and 39,300 were women. Some 6.5 per cent of these placements involved the movement of workers from one local office area to another.

The June placement total exceeded that during the same month last year by 12.6 per cent. This represents a slackening in the rate of year-to-year increase that has been reported over the past several months. Nonetheless, this total exceeded that for any previous June since 1944. Since the NES began operations, there have been only two years, 1944 and 1943, when June placements exceeded those in 1962.

Regionally, the following percentage changes over June 1961 were reported:

Atlantic	+ 7.8
Quebec	+32.0
Ontario	+29.4
Prairie	+ 4.2
Pacific	−28.1

The drop in placements from last June in the Pacific Region was due largely to a decline in placements in agriculture, where weather delayed seasonal employment activity this June.

Cumulative total placements for the first six months of 1962 amounted to some 592,000, higher by 24.1 per cent than the total for the corresponding period in 1961 and by 37.2 per cent than that for 1960. If this pace continues through the remainder of the year, the million mark in placements will be well exceeded for the second consecutive year.

Some 140,900 vacancies were notified to the NES by employers during June, an increase of 9.7 per cent over the figure last June. Most of this increase occurred in vacancies for men, which amounted to 92,300 and were 13.7 per cent higher than in June 1961. Total vacancies notified to NES during the first six months of 1962 amounted to 711,000, much higher than during the same period of any previous year since 1947.

In summary, a large volume of placements continued to be made by the National Employment Service in June. It should be noted, however, that year-over-year comparisons are affected by levels of activity established a year ago.

*These do not necessarily relate to the investigations conducted during this period.

†The figures for April and May of this year are interim figures and are subject to revision.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 1958, April 30, 1962

Summary of the Main Facts: The claimant filed a renewal application for benefit at the local office in Winnipeg, Man., on May 25, 1961 and was registered for employment as a sales clerk. She stated that she was last employed as a complex assessor with the [XYZ Department], Winnipeg, at $205 a month, from March 6 to May 23, 1961, when she was laid off because of a work shortage. The employer gave as the reason for the separation: "End of Season."

On July 20, 1961, the claimant signed the following statement:

I have worked part-time at both [the E ..... Company] and the [XYZ Department]. As a general rule I work steady from September to the end of January with [the E ..... Company] and then start work March 1 until end of May with the [XYZ Department]. I am not working steady during the summer months but I am called from time to time. I am on call to [the E ..... Company].

I am employed both as a cashier and sales clerk at [the E..... Company], at $1.05 an hour. With the [XYZ Department] I do complex assessing, at $205 per month.

I am quite satisfied working [seasonally] under these conditions and would not like to change.

I will be willing to take employment, if offered, during the months of June, July and until August 15 under the following conditions:

1. Anywhere in Metropolitan Winnipeg, preferably downtown Winnipeg.

2. Will take employment as a sales clerk or tax assessor. I have not the experience for other work.

3. I will work the hours between 9 a.m. and 5 p.m.

4. I will not work for less than $205 per month.

5. I want to leave this employment prior to August 15, if called to work by [the E..... Company].

The local office commented that the prevailing rate of pay for sales clerks was $30 to $40 per week. On July 28, 1961, the insurance officer disqualified the claimant from receipt of benefit from July 23, 1961 because, as she had restricted her availability to temporary work only and to a wage rate in excess of the prevailing rate in the district, she had failed to prove that she was available for work as required by section 54(2)(a) of the Act.

The claimant appealed to a board of referees on August 9, 1961. In her appeal, she stated:

...The only reason I said I was satisfied working as I am is because I have been getting steady employment for over 9 months and part-time during the summer, and hope to be back on steady in a week or two, but if you have a steady position I would be more than happy to get it instead of going from one place to another.

I have had no holidays for the last 5 years, as I stay at home and wait for calls to go into work. As you will notice, I was on a renewal claim from last summer which I would not even use up this year...

The claimant was present at the hearing of her case in Winnipeg on September 8, 1961. The board, by a majority, dismissed the appeal. The decision reads in part:

The husband is employed with a railway company. The claimant has been employed on a part-time basis with a large store for over 8 years...

At the hearing, the claimant said that she was willing to accept employment during the months of June, July and August, and went on to say that she was quite satisfied with the present arrangement, namely that, during approximately 9 months of the year, she worked at those two types of employment...

In weighing the statement, "...if you have a steady position I would be more than happy to get it instead of going from one place to another," the emphasis should be placed on the words, "if you have." The primary responsibility for obtaining work rests upon the person wanting work, and the responsibility of the Employment Service is secondary.

At the hearing, the claimant was asked whether, during the last 4 years, she had, at any time, sought employment elsewhere than with the store and the [XYZ Department]. The claimant replied "No,...because I would be going back to my former employer." She went on to say that, during those years, the Commission had not offered her any employment.

The claimant appeared before the board and made certain statements. On being questioned, she stated that, if offered full-time employment, she would accept it, and at the going rate of pay. She gave some evidence of attempts to obtain work but her statements on that point were vague.

As stated in CUB 1845 the board has to consider all the statements made by the claimant and decide which ones should be accepted. The majority of the board have no hesitation in reaching the conclusion that the statements made by the claimant on July 20, 1961 are entitled to much more weight than the statements made following the disqualification. The statement of August 9, 1961 is not entitled to much consideration because there the claimant is placing the burden of finding employment upon the Commission. The statements made before the Board were in answer to direct questions; and to the majority of the board, they had all the appearances of an afterthought. There was no clear evidence to show that efforts to obtain work were made before the disqualification...

The dissenting member of the board stated, among other things, that:

...The claimant appeared before the board of referees and stated that, in previous years, she had been able to draw unemployment insurance benefits, without any question as to her eligibility.

The first statement must be considered as an outcome of her previous experience, and cannot be judged separately from that experience. In part she states, "I will be willing to take employment if offered, during the months of June, July and until August 15, under the following conditions." The conditions she outlined were the results of her previous experience.

In reply to questions the claimant stated that she was prepared to work all the year round, and she would accept steady employment. She stated that she had looked for employment herself, had applied by telephone for situations which had been advertised in the daily newspapers. She also stated that she was prepared to accept employment in any field within her ability at the going rate of pay for that employment. She had found difficulty in getting employment because of her inability to do typing and stenographical work.

The appeal must be considered in the light of her realization of the fact that, for the first time in her experience, she might be denied insurance benefits.

The insurance officer ruled as follows, "You have failed to prove that you are available for work, as required by section 54(2)(a) of the Unemployment Insurance Act, in that you are unduly restricting your availability to temporary work only, and to a wage rate in excess of the rate prevailing in the area."

In spite of the content of the letter of appeal, the insurance officer made no change in his decision . . .

I contend that the decision of the insurance officer is not based on any fact; it is based on assumption that the applicant would refuse proffered employment, an assumption deduced from the first statement made by the claimant.

On the same basis, on the *assumption without proof*, that an applicant would refuse to accept employment, every worker employed in seasonal employment (construction workers, seamen, woodworkers, textile workers, canning plant employees) could be denied benefits.

In view of the fact that the claimant has in [her appeal] and in her statements before the board, shown that she *has* tried to find employment for herself, that she *is* willing to accept steady employment, and that she *is* willing to work for the prevailing rate in any area and occupation, these two statements should carry much greater weight than the original one.

Again, I contend that the decision of the insurance officer is a wrong decision, and that if it were applied, as it could be, to all workers engaged on a seasonal basis, it would be in violation of the fundamental principles of the Unemployment Insurance Act.

In my opinion, the claimant has proved beyond any shadow of doubt that she is available for work.

The claimant appealed to the Umpire on October 7, 1961. Her appeal reads:

I would like to make an appeal to the Umpire, as I do not feel the two referees' findings were just. They have stated in the letter that my husband works for railway, yes, he is just a labourer, stowing freight in the box cars and makes a small wage in which case I am working, otherwise we could not meet the payments on the house.

The two referees also stated that I was placing the burden of finding employment upon the Commission, which, I think, is very unjust. When I found I wasn't getting enough work with [the E ..... Company] I applied elsewhere. I was fortunate to receive a letter from the . . . Government that my application was accepted and to write the examinations for a position. I was ill and ordered to go to the hospital. I didn't want to miss my chance for employment, so I didn't go. Instead I wrote my exams, then the following day I went into the hospital and was operated on that night.

While I was in the hospital, my husband brought me a letter saying I passed my exams and was to be interviewed the next week. I got permission from the doctor to leave the hospital on the morning of the interview and went back to bed. Several weeks later, I was placed with the [XYZ Department]. There I [was still ill] and my supervisor told me more than once I should go home. She didn't know how I could work. Certainly this should show you how badly I wanted to get work.

The two referees also said I was unemployed during June, July and August. I am temporarily unemployed as I go part-time whenever they call me in to [the E ..... Company].

I do not think I abuse my unemployment privileges. This summer I was on a renewal claim from last summer. I do not use up my benefits from one year to another.

I've tried to get work, but all the employers want you to be able to type, which I cannot. That is why I hang on to the two employers I work for as I know I will get steady work for 9 months and part-time the rest of the year.

I think I have been judged unfairly. If this is applied to me why isn't it applied to others who work less than I do but receive benefits most of the year. What about construction workers etc., who work during the summer and fall and collect during the winter and spring months. It seems to me I have been judged unfairly and that somewhere there has been a violation of the fundamental principles of the Insurance Act in my case. Surely my insurance stamps must be just as good as the other fellow's. If not, I think I should have some sort of letter from you people showing my employers that they should not deduct insurance stamps from my pay.

I hope you will reconsider my claim and restore my faith in the Commission. I am sorry I took a little longer in replying as I have been working steady . . .

Considerations and Conclusions: Availability for work is a question of fact to be considered in the light of the particular circumstances of each case. In the present case, the claimant was disqualified by the insurance officer on the grounds that she had restricted her availability (1) to temporary work only and (2) to a wage rate in excess of the prevailing one in the area.

Regarding (1) above, the established jurisprudence is to the effect that the mere fact that a claimant has a definite engagement to start work at some future date does not mean that he is, in the meantime, not available for work; although he is not available for other continuing or permanent employment, he may be available for short engagements (CUB 1943). This applies particularly in the present case, as the record shows that not only was the claimant willing to accept temporary work "during the months of June, July and until August 15,"

which in a matter of this kind can hardly be considered a short period of time, but also that during that period she, in fact, was on call and worked for one of her regular employers whenever requested to do so.

In connection with the wage rate, the record shows that when the claimant worked as a sales clerk she earned $1.05 an hour, and $205 a month when employed as a tax assessor. The record indicates also that she stated on July 20, 1961 she would "take employment as a sales clerk or tax assessor. . . anywhere in Metropolitan Winnipeg" during the months of June, July and August, and that, in the same statement, she said "I will not work for less than $205 per month." This was not an unduly restrictive condition if the claimant meant, and I believe she did, that such was the salary she would accept as a tax assessor or its equivalent, and not also as a sales clerk even though her statement could be interpreted otherwise.

There are good reasons for giving the claimant the benefit of the doubt in that respect as there was evidence that she was anxious, if possible, to obtain year-round employment. When making her claim for benefit, she had registered for employment as a sales clerk for the period in question, and there is no mention in the record that, at the time of her registration, she insisted on a higher rate of pay than the prevailing one for that type of work. Moreover, as the claimant regularly worked five or six months each year as a sales clerk at $1.05 an hour and, in fact, did so during the period in question, it seems hard to believe that she would suddenly no longer want work at that rate, when the evidence on file clearly shows, in my opinion, that she was "prepared to accept employment within her ability at the going rate of pay" and even was anxious to obtain a year-round position "instead of going from one place to another."

For the above reasons, and also taking into account the sincerity of the claimant's grounds for appeal, I decided to reverse the majority decision of the board of referees and to allow the claimant's appeal.

A matter which carried considerable weight in arriving at my decision is that the disqualification imposed by the insurance officer, in effect, placed the claimant in the unfortunate position that, in order to prove she was available for work, she would have had to give up the certainty of nine months steady employment a year as against the uncertainty of securing a year-round suitable job. Had she taken this alternative and subsequently refused to accept temporary employment from either one of her steady employers, she might then have been subject to a disqualification for having failed to prove that she was unable to obtain suitable employment.

Decision CUB 1991, June 7, 1962

Summary of the Main Facts: The claimant made an initial application for unemployment insurance benefit on February 6, 1962, at the local office of the Unemployment Insurance Commission in Longueuil, Que., and was registered for employment as a stationary engineer. He stated he had voluntarily left his last employment with [a clothing factory], where he had been employed from January 14, 1962 to February 2, 1962, "because I was engaged as a stationary engineer and I had to (work) at any other job [such] as sweeping and I make 60 hours a week, and I was paid for only 58 hours." It seems that his rate of pay was $1.25 an hour.

The employer reported that the claimant's employment had terminated because: "We could not make arrangements with this employee."

On the evidence before him, the insurance officer disqualified the claimant and suspended benefit from February 4, 1962, to March 17, 1962, under section 60(1) of the Act, on the ground that the claimant had, without just cause, voluntarily left his employment.

In answer to a request for comment on the claimant's statement, the employer said there was no contract, but it was understood that when the claimant was hired as a stationary engineer, he would be expected to do some sweeping, because, had the claimant been hired as a stationary engineer only, the company would have been unable to provide him with work on a yearly basis. The employer stated that the claimant worked five days a week from 7.00 p.m. to 7.00 a.m., with a half hour for lunch, that he worked 57½ hours a week and was paid for 58 hours a week at $1.25 an hour, making a total wage of $72.50 a week.

The claimant appealed to a board of referees on March 5, 1962, and explained in detail, among other things, his differences with his foreman regarding the weekly wage he felt he was entitled to.

The claimant also wrote a four-page letter on March 21, 1962, which was submitted to the board of referees at its hearing of the case on March 27, 1962. In this letter, the claimant reiterated that he had protested to the employer that he should be paid for a full 60 hours per week, but without success. The claimant further stated that he felt he was justified in leaving the employment when he had tried to have his grievances adjusted. He referred to his previous

employment record of 17 years with one company and four years with another, and stated he was looking for work with the assistance of the employment office.

The claimant attended the hearing of the board of referees, which, by a majority decision, upheld the decision of the insurance officer. The board expressed the opinion that the claimant should have assured himself of other work before quitting his job, where the difference in question was only $2.50 a week in a total wage of $72.50 a week.

The dissenting member of the board stated: "In my opinion, there was a change of contract of service and the claimant had good reason to leave his job."

The claimant appealed to the Umpire. In his appeal, he stated that he was right in leaving a job where he was not paid for a 60-hour week when he was at the job for 60 hours weekly, and that the two hours per week for which he was not paid amounted to $125 a year, which he could ill afford. He also stated that, under the Stationary Engineers Act of Canada, an engineer is responsible, at all times, for the care and maintenance of high-pressure boilers, and that one could not give proper care while working elsewhere at something else for five hours a night, yet could be held responsible if anything went wrong with the boilers.

An oral hearing was held before the Umpire in Montreal, Que., on May 29, 1962. The claimant was present at the hearing. The Unemployment Insurance Commission was represented by C. Dubuc, its Assistant Legal Adviser.

Considerations and Conclusions: Both in his appeal to the Umpire and during the hearing of his case on May 29, 1962, the claimant stated that the employer required him to leave the high-pressure steam boilers to do several hours sweeping in the plant. He pointed out that as a stationary engineer he could be held responsible if anything happened because of negligence on his part, with the result that his licence could be suspended or cancelled. This evidence was not denied.

Under those circumstances, I consider that the claimant has discharged the onus of proving that he had just cause for voluntarily leaving his employment on February 2, 1962, and I decide to allow his appeal.

Decision CUB 2003, June 18, 1962

Summary of the Main Facts: The claimant, whose home is at White Rock, B.C., filed an initial application for benefit on September 26, 1961, and was registered for employment as a labourer. He had last been employed [in a paper mill] as a labourer from July 26, 1960, to September 13, 1961. His reason for separation reads:

> Left voluntarily—originally took the job on a temporary basis but could not find other work, so stuck to this as long as I could. The work bothered my eyes—I did not like shift work. I have senior matriculation and am looking for office work of some kind.

His rate of pay was $1.94 an hour. In the Confirmation of Separation received from the employer, dated September 27, 1961, it was stated that the claimant had returned to the University of British Columbia.

The insurance officer disqualified the claimant from receipt of benefit on the basis that he had voluntarily left his employment without just cause. He also disqualified him as not available for work while attending the university (sections 60 (1) and 54 (2) (a) of the Act).

On December 5, 1961, the claimant filed a renewal application for benefit, reporting the same employment as on his initial application, but stated therein that he had left that employment to return to the above-mentioned university. He said he would be available for work as of December 9, 1961. The insurance officer notified the claimant, by letter, on December 7, 1961, that the suspension of benefit commencing September 24, 1961, of which he had been previously notified, remained in effect.

The claimant wrote on December 14, 1961, stating: "The last day that it was necessary for me to attend U.B.C. was Monday, December 11. I am available for work from that date till Jan.?"

The local office, on December 18, 1961, wrote the claimant, referring him to his written statement of December 14, 1961, above, and requested information in regard to the following:

> 1. On what date will you be writing your final exam at U.B.C.?
>
> 2. Are you available for employment in the White Rock area only?
>
> 3. You are registered for employment as Labour (Veneer), what other types of employment (if any) are you willing to accept?
>
> 4. On what date does U.B.C. commence after Xmas holidays?

To this questionnaire, the claimant replied on December 21, 1961, stating he had written his final examination on December 16, 1961, that he was available for work in the White Rock and New Westminster areas, that he was willing to accept any reasonable type of work, pointing out that his main kind of work had been as a paperworker, and that if he returned to university for the second half of the winter session, it would commence on January 5, 1962.

The employment section of the local office, when asked about the opportunities of employment that might be available to the claimant from December 16, 1961, to January 4, 1962, reported: "No opportunities for part-time employment for period mentioned." Other information received disclosed that claimant was again attending university from January 7, 1962. The insurance officer was still of the opinion that the disqualification for non-availability for work effective September 24, 1961, should remain in effect.

On January 14, 1962, the claimant appealed to the board of referees, specifically from the disallowance of his claim from December 17, 1961 to January 7, 1962. He stated he had understood that he had been disqualified as he could not prove he was available for work while attending university, and as no other reasons had been given for disqualification, he failed to see why he was still disqualified, since he had again registered for work including selling or doing postal work anywhere in the New Westminster-White Rock area. Also submitted as evidence was a letter written by the Postmaster at White Rock, B.C., on January 15, 1962, which reads:

This will verify that [Claimant], . . . [by] occupation university student, did apply for work at this office in November in advance of the Xmas rush. [Claimant] has performed extra Xmas service satisfactorily at this office in previous years. He would have been used this year but my requirements had to be on duty by the 14th December. [Claimant] was not through exams in time to meet this deadline.

The claimant's father wrote on January 29, 1962, outlining the financial struggle of the claimant in keeping up his studies at university, and expressed the wish that something could be done to assist his son to collect unemployment insurance benefits during his Christmas holidays.

A board of referees, which heard the case at New Westminster, B.C., on February 15, 1962, by a unanimous decision dismissed the claimant's appeal. The board's decision reads in part:

The claimant did not appear but was represented by [his] father.

Reviewing the submission, and before recording our decision, it seems desirable to emphasize that the whole spirit and intent of the Unemployment Insurance Act is intended to act as a cushion against the hardships incidental to protracted periods of involuntary unemployment. It seems also necessary to point out that the term availability must be interpreted in a practical common sense manner and should not be confused with a claimant's willingness to work.

A university student, such as this claimant, even though he may have established a right to benefit because of the fulfilment of the statutory contribution requirement during his summer vacation, is not really unemployed at all in the sense of that term which permeates the Unemployment Insurance Act and the Regulations thereunder.

In this case, the claimant filed his application for benefit on 5 December, 1961, and the presumption is that he will be returning to his university studies early in the new year. In the intervening period, there would be two holidays, Christmas and New Year. It is highly improbable that an employer would engage the services of such a student, well knowing that his services would be of a temporary character only, and it should be remembered in this connection that the sort of temporary help ordinarily engaged for special Christmas activities would have been so engaged sometime prior to 17 December, 1961.

On behalf of the claimant, [his father] stated that the claimant had written a number of examinations during the month of December 1961, from a desire to discover what progress he was making. It would seem, therefore, that from 5 December to 16 December, 1961, the claimant was preoccupied with his examinations and not available for employment within the meaning of the Act. In this connection we note a letter written by the Postmaster at White Rock in which he states that he could not employ this person after 14 December, 1961.

The Board takes the position further that it is not the purpose of the Unemployment Insurance Act to subsidize a student's education, (if a student's financial position is such that he needs assistance in his educational studies such assistance should come from other sources and not from the Unemployment Insurance Fund) . . .

The Board also used the opportunity to read Umpire's decision No. 1189 to [claimant's father] in order that he might understand the basis upon which the insurance officer had reached his decision and which must also be a guide to our consideration of this case . . .

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire mainly on the grounds that there was an inconsistency between the board's finding that it was not the purpose of the Unemployment Insurance Act to subsidize a student's education, and that the Commission "advertises to put unemployed through vocational training." He stated also that he knew of students who were considered available for work and were receiving unemployment benefits during the Christmas holiday period, and that in his own case, he had been available for work from December 11, 1961, to January 5, 1962, except for the day of December 16, 1961, a Saturday, on which date he wrote a compulsory examination.

Considerations and Conclusions: Availability for work is a question of fact to be examined in the light of the particular circumstances of each case, and, as a general rule, a claimant's availability for work, is conditional (1) on his willingnes to accept work, and (2) on his prospects of obtaining employment of the kind he is willing to accept.

In the present case, the claimant's willingness to work is unquestionable. However, there is evidence that the employment which he would have taken and, in fact, could accept, would have to be, because of his probable return to the university on January 5, 1962, of very short duration. The board of referees, after considering this latter-mentioned aspect and having in mind the conditions of the local labour market, unanimously found, as a fact, that it was "highly improbable that an employer would engage the services of such a student well knowing that his services would be of a temporary character only. . ."

As the evidence which is before me is the same as that which was before the board of referees, I decide to dismiss the claimant's appeal.

Conciliation Proceedings

(*Continued from page 951*)

7. Baton Aldred Rogers Broadcasting Limited (CFTO-TV), Agincourt, Ont., and Motion Picture Studio Production Technicians, Local 873, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., June, p. 655).

8. Buntain Bell and Co. Ltd., J. A. Gormley (Stevedoring Service) and Horace B. Willis Ltd., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., Sept. 1961, p. 921).

Conciliation Board Appointed

Sydney and Louisburg Railway Company, Glace Bay, N.S., and Lodge No. 684 of the Brotherhood of Railroad Trainmen (L.G., May, p. 533).

Settlement Reached following Board Procedure

Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 534).

Dispute Lapsed

CKSO Radio Limited, Sudbury, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., July, p. 836). Withdrawal of conciliation services granted on request of union.

The Seventh World Congress of the International Confederation of Free Trade Unions, held in West Berlin, on July 11 called for the adoption of a "world-wide employment policy."

Clas Erik Odhner of Sweden, in presenting the program to the Congress, criticized several Western countries for failure to meet the unemployment problem. He said the "strange aversion" of the U.S. to state planning and investments was an important factor in producing recessions in that country.

AFL-CIO President George Meany told the Congress that neutralism and free trade unionism were incompatible. The meeting unions could not be neutral when they were so close to hundreds of thousands of workers, many of whom were willing to risk their lives to cross the barrier into West Berlin. In his formal report, he termed the United Nations irreplaceable as a forum, and stressed that free labour was determined to save the UN.

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LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during June

Works of Construction, Remodelling, Repair or Demolition

During June the Department of Labour prepared 260 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 171 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 248 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in June for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	170	$960,388.00
Post Office	5	38,991.00
Royal Canadian Mounted Police	1	2,308.40

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate, but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during June

During June the sum of $8,211.21 was collected from 15 contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 124 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during June

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

Nappan N S: MacDougall Construction Co Ltd, addition to Research Piggery, Experimental Farm.

Atomic Energy of Canada Limited

Deep River Ont: M J Sulphur & Sons Ltd, subdivision services for blocks XX & MM. *Whiteshell Man:* Malcolm Construction Co Ltd, construction of research & development bldg, Nuclear Research Establishment.

Central Mortgage and Housing Corporation

Oshawa Ont: Abbotsford Homes Ltd, construction of 42 housing units (FP 1/58). *Sarnia Ont:* Cardinal Painting & Decorating Co, exterior painting of houses, Projects Nos. 2 & 8. *Toronto Ont:* Dell Construction Co Ltd, construction of 230 housing units (FP 9/59), Warden Ave.

In addition, this Corporation awarded five contracts containing the General Fair Wages Clause.

Department of Citizenship and Immigration

Six Nations Indian Agency Ont: Gar-Jon Construction Ltd, construction of bridge over McKenzie Creek, Six Nations IR.

Defence Construction (1951) Limited

Dartmouth N S: Community Enterprises Ltd, supply & erection of steel maintenance hangar, HMCS *Shearwater. Halifax N S:* Fundy Construction Co Ltd, construction of timber cribwork shore protection, Osborne Head Gunnery Range; Universal Electric, renewal of electrical services, Jetty No 2, HMC Dockyard. *Chatham N B:* E J Ludford Line Construction Ltd, ceilometer & transmissometer installation, RCAF Station. *Trenton Ont:* B & B Cable Service Ltd, ceilometer & transmissometer installation, RCAF Station. *Cold Lake Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of liquid & gaseous oxygen storage bldg & GCA bldg, RCAF Station. *Namao Alta:* McNamara Construction Western Ltd, reconstruction of concrete aircraft parking apron, RCAF Station. *Colwood B C:* W R Menzies & Co Ltd, installation of steam distribution system, RCN. *Various locations:* Nine contracts in the restricted category.

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Summerside P E I: Leonard Roofers & Metal Works, re-roofing of five hangars, RCAF Station. *Halifax N S:* Banfield & Miles, exterior painting of various bldgs. *Camp Gagetown N B:* Phillips Contracting Ltd, construction of parking area; Dexter Construction Co Ltd, resurfacing "D" zone, parade square. *Valcartier Que:* Dependable Painting Ltd, interior & exterior painting of bldgs, Camp. *Barriefield Ont:* Kingston Decorating Ltd, exterior painting of 12 bldgs, Vimy Barracks; Conniston Construction Co Ltd, construction of gatehouse & supporting services. *Centralia Ont:* Lavis Contracting Co Ltd, application of asphalt pavement overlay, RCAF Station. *Kingston Ont:* T A Andre & Sons Ltd, alterations to boiler room, Yeo Hall, RMC. *Shilo Man:* Rowland Claydon & Co Ltd, construction of converter bldg & electrical alterations for bldg N-118, Camp. *Winnipeg Man:* Walter Wray Ltd, supply & installation of 745 metal windows, RCAF Station. *Calgary Alta:* Taylor Decorating Ltd, exterior painting of bldgs, Currie Barracks. *Wainwright Alta:* Shaw Construction Co Ltd, crushing & stockpiling 12,500 cu yds of gravel.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

Department of Defence Production

Summerside P E I: Curran & Briggs Ltd, repairs to roads & parking areas, RCAF Station; Curran & Briggs Ltd, repairs to aerodrome pavements, RCAF Station. *Cornwallis N S:* A L Parelman Ltd, application of roofing shingles at various locations, HMCS *Cornwallis. Greenwood N S:* Municipal Spraying & Contracting Ltd, repair to wartime hangars line ramp, RCAF Station; Municipal Spraying & Contracting Ltd, repair of roads, RCAF Station; M L Foster, repainting runway markings, RCAF Station. *Gagetown N B:* Weyman Construction Co Ltd, acoustic treatment to unit drill hall bldg D-15, Camp. *Farnham Que:* Desourdy Frere Ltee, construction of recreation hall. *Centralia Ont:* Karl Dudek, exterior painting of station bldgs, RCAF Station. *Foymount Ont:* Smiths Construction Co Ltd, paving of roads, RCAF Station. *Hamilton Ont:* W Ford Construction Ltd, extension of handrails & repairs to stairs, James St Armoury. *Ipperwash Ont:* Cardinal Painting & Decorating Co Ltd, exterior & interior painting & carpentry repairs to various bldgs, Military Camp. *Ottawa Ont:* Dibblee Construction Co Ltd, paving of roads, Connaught Rifle Ranges; Dominion Steel & Coal Corp Ltd, installation of fence, Connaught Rifle Ranges; O'Leary's (1956) Ltd, road repairs, RCAF Station, Rockcliffe. *Uplands Ont:* L Mongeon & Son, installation of roof at 208 Workshop, RCEME. *Dauphin Man:* Metal Industries Ltd, repairs & replacement of furnace, Armoury. *Rivers Man:* Zenith Paving Ltd, resurfacing runways & overshoot areas, CJATC Camp. *Shilo Man:* H G Hay Decorating Co, interior painting of Bldg T-100, Military Camp; Brandon Asphalt Paving Ltd, regrading, shaping & sealcoating of access road to Military Camp. *Saskatoon Sask:* Thode Construction Ltd, paving of parking lot, RCAF Station. *Cold Lake Alta:* Everall Engineering Ltd, road repairs, RCAF Station. *Wainwright Alta:* Poole Construction Co Ltd, repair of Battle River diversion structure, Camp. *Belmont Park B C:* C D Johnston, repainting exterior of 53 residences in "A" & "B" blocks; C D Johnston, repainting exterior of 52 residences in "V", "W", "XS" & "Y" blocks; C D Johnston, repainting exterior of 42 residences in "S", "RN", & "RS" blocks. *Esquimalt B C:* Old Country Industrial Contractors Ltd, exterior painting of bldgs & railings of parade ground, HMCS *Naden;* K J Howe, exterior painting of five bldgs, HMCS *Naden.*

In addition, this Department awarded 171 contracts containing the General Fair Wages Clause.

National Harbours Board

Halifax N S: Munck Ltd, construction & installation of telescoping on Shed 21. *Saint John N B:* Richards-Wilcox Canadian Co Ltd, replacement of dockside doors, Shed 8. *Montreal Que:* Canadian Locomotive Co Ltd, supply & installation of railroad track scale; Charles Duranceau Ltee, construction of viaduct & connected works at Wellington Street near May Avenue for Section 1A, Champlain Bridge.

Department of Northern Affairs and National Resources

Prince Edward Island National Park P E I: R H Rankin Construction, construction of toilet & shower bldg, New London Campground & toilet bldg, Brackley Beach. *Cape Breton Highlands National Park N S:* M R Chappell Ltd, construction of laundry bldg & entrance kiosk at Broad Cove Campground; J W Rudderham Ltd, mechanical & electrical installations for water supply system, Broad Cove Campground. *Louisburg N S:* Dominion

Structural Steel Division, Canada Iron Foundries Ltd, erection of structural steel for Administration Bldg, Fortress Restoration Program. *Prince Albert National Park Sask:* Pidskalney & Paulsen Construction Ltd, construction of marina.

In addition, this Department awarded one contract containing the General Fair Wages Clause.

Department of Public Works

Portugal Cove South Nfld: Benson Builders Ltd, breakwater repairs. *Pushthrough Nfld:* Avalon Construction & Engineering Ltd, wharf reconstruction. *Rocky Harbour Nfld:* Avalon Construction & Engineering Ltd, wharf extension. *St John's Nfld:* Fred A Down, alterations to Fisheries Cold Storage Bldg. *Upper Island Cove Nfld:* Wm O'Reilly, wharf reconstruction. *Graham's Pond P E I:* Colin R MacDonald Ltd, improvements (landing extension & deck repairs). *Higgins Shore P E I:* Ralph Ford, wharf repairs. *Naufrage P E I:* Edward MacCallum, breakwater extension. *Poverty Beach P E I:* L E Wellner, Jr, landing extension. *Savage Harbour P E I:* Douglas & MacEwen Construction Co, repairs to entrance channel pier. *Digby N S:* C & M Products Ltd, harbour improvements, fire protection (installation of fire hydrants). *Stoney Island N S:* R A Douglas Ltd, breakwater construction. *Dalhousie N B:* Alford Bros Construction Co Ltd, harbour improvements. *Little Cape N B:* Leo LeBlanc, construction of haul-out slip. *Petitcodiac N B:* MacPherson Builders Ltd, construction of post office bldg. *Point Sapin N B:* Gerard Johnson, construction of haul-out slip. *Port Elgin N B:* MacPherson Builders Ltd, construction of federal bldg. *Brion Island M I Que:* Les Entreprises de Fatima Ltee, repairs to slipway. *Cap aux Meules Que:* Gulf Maritime Construction Ltd, breakwater repairs & enlargement. *Cap Chat Que:* McMullen & Gagnon Inc, wharf improvements. *Etang du Nord M I Que:* La Cie de Construction Arseneau, wharf repairs. *Les Mechins Que:* Roger Boudreau, wharf repairs. *New Carlisle Que:* Cecil H Beebe, wharf repairs. *Quebec Que:* Laverendrye Construction Ltee, construction of UIC Bldg; Maurice Laverdiere, alterations, Upper Town Post Office, 3 Buade St. *St Augustin Que:* Landry Construction Inc, construction of landing pier. *Ste Croix Que:* Plessis Construction, construction of protection works. *St Ferdinand Que:* Conrad Lessard Ltee, construction of post office bldg. *St Jean I O Que:* Les Entreprises Cap Diamant Ltee, construction of retaining wall. *St Laurent I O Que:* Travaux St Laurent Enrg, construction of retaining wall. *St Michel de Bellechasse Que:* Noel Grenier, construction of protection wall. *St Pierre les Becquets Que:* Maurice Maillot, construction of protection works. *St Vallier Que:* Gaumond et Freres, construction of protection wall. *Amherstburg Ont:* Dean Construction Co Ltd, construction of retaining wall. *Arnprior Ont:* Able Construction Co Ltd, construction of federal bldg. *Barry's Bay Ont:* R G Reinke Sons Ltd, addition, alterations & repairs to post office bldg. *Belle River Ont:* George L Dillon Construction Ltd, reconstruction of training wall. *Dault's Bay Ont:* MacDonald & Sykes Ltd, wharf repairs. *Elk Lake Ont:* P M Lechlitner, wharf repairs. *Gull Lake (Gravenhurst) Ont:* Barway Marine, wharf repairs. *Cook Bay (Lake Simcoe) Ont:* Weller Tree Experts, harbour improvements at entrance of Jersey River. *Manitowaning Ont:* R Bryant Construction, construction of federal bldg. *New Liskeard Ont:* Tri-Town, alterations to federal bldg. *Ottawa Ont:* Canadian Comstock Co Ltd, addition to ventilation systems, Post Office Headquarters Bldgs, Confederation Heights; John Shore Construction Ltd, alterations & additions to RCMP Headquarters bldg, "S" Directorate & "A" Division; Louis G Fortin Construction, alterations, Kent-Albert Bldg, Kent St; Capital Enterprises, alterations in certain area of Confederation Bldg, Wellington St (Job "B"); Capital Enterprises, alterations to Geological Bldg, 601 Booth St. *Sarnia Ont:* Con-Bridge Ltd, construction of wharf extension. *Toronto (Don Mills) Ont:* Wembley Construction Co Ltd, construction of Trade & Commerce Bldg, Coldwater Road & Leslie Street; Wilson Cartage, removal of ashes, garbage & waste paper from federal bldgs. *Windsor Ont:* Scott Electrical Contractors Ltd, installation of fire alarm system in Income Tax Bldg. *Prince Albert Sask:* H A Hawksworth, replacement of windows on second floor, federal bldg. *Swift Current Sask:* MacWilliam Construction Co Ltd, construction of agricultural research laboratory & administration bldg. *Raymond Alta:* Getkate Masonry Construction Ltd, construction of post office bldg. *Glacier National Park B C:* Poole Construction Co Ltd, construction of commemorative monument, Rogers Pass, Trans-Canada Highway. *Hospital Bay B C:* Greenlees Piledriving Co Ltd, harbour improvements. *Quesnel B C:* Thompson Construction Co Ltd, alterations to federal bldg. *Salmon Arm B C:* Thomas Stubbins & Sons, construction of RCMP detachment quarters & garage. *Tofino B C:* Tom Gibson Contracting, harbour improvements. *Vancouver B C:* Bennett & White Construction Co Ltd, construction of Standards Bldg for Dept of Trade & Commerce; Peterson & Cowan Elevator Co Ltd, repair of escalator units, general Post Office, 349 West Georgia St; R D Bristowe &

Associates, cleaning & external repairs to Customs House. *Victoria B C:* Pacific Piledriving Co Ltd, harbour repairs. *Flatt Creek-Eagle Plain Y T:* Pembina River Construction Ltd, repairs & maintenance to Development Road, Mile O-76. *Whitehorse Y T:* Whitehorse Painting & Decorating, interior painting of 34 units, Valleyview Housing; Conniston Construction Co Ltd, landscaping & construction of sidewalks & driveways, federal housing.

In addition, this Department awarded 66 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Brossard Que: Payette Construction Ltd, reclamation & protection of Sylga & Lefebvre property. *Cornwall Ont:* Fernand Halle, landscaping, North of Seventh St, Cornwall North Channel Bridge; Fernand Halle, landscaping, Second St to Seventh St, Cornwall North Channel Bridge; Fernand Halle, landscaping, Cornwall Island, Cornwall North Channel Bridge. *St Catharines Ont:* Bridge & Tank Co of Canada Ltd, supply, installation & adjustment of mitring guides for mitre gates, Welland Canal; Frost Steel & Wire Co Ltd, supply & installation of chain link fence at Locks 2, 4, 6 & 8, Welland Canal.

Department of Transport

Keppel Island Nfld: Avalon Construction & Engineering Ltd, construction of dwelling. *Powles Head Nfld:* S J Clark, construction of two dwellings, fog alarm & storage shed. *Halifax N S:* E J Ludford Line Construction Ltd, installation of lighting for access & service roads & cable system for fire alarm purposes, International Airport; Capital Window Cleaners Ltd, interior cleaning of Air Terminal Bldg, International Airport. *Jordan Bay N S:* Wm E Smith, construction of two dwellings. *Alma N B:* Judson E Kelly, construction of two dwellings. *Fredericton N B:* Diamond Construction (1961) Ltd, surface treatment of parking apron, Airport. *Cartierville Que:* G M Gest Contractors Ltd, installation of traffic lights & warning signs on Bois Franc Road, Airport. *Greenly Island Que:* Roger Gagne & Gerard Gauthier, construction of dwelling. *Port Harrison Que:* J M Fuller Ltd, renovation of dwellings. *Prince Shoal Que:* Janin Construction Ltd, construction of pier & superstructure for lighthouse. *Rouyn Que:* Betteridge-Smith Construction Co Ltd, construction of NDB Bldg & associated work. *Moosonee Ont:* J M Fuller Ltd, installation of primary power cables to NDB. *Ottawa Ont:* Stanley Sulpher Construction Co Ltd, construction of power house & emergency plant for Greenbank Rd Transmitter Station; Sanco Ltd, interior cleaning of Air Terminal Bldg, International Airport. *Flin Flon Man:* Plains City Electric Co Ltd, installation of LI approach lighting, runway 17, Airport. *Winnipeg Man:* McNamara Construction of Ontario Ltd, construction of aircraft parking apron & related taxiways, International Airport. *Saskatoon Sask:* Jim Patrick Ltd, clearing, stumping, grubbing, grading, gravelling, fencing & related work at Localizer 14-32 site, Airport. *Calgary Alta:* Standard Gravel & Surfacing of Canada Ltd, extension of runway 16-34, etc, Airport. *Edmonton Alta:* McCormick Electric Ltd, relocation of glide path bldg, runway 33 & related work at Municipal Airport; Caledonia Electric Ltd, electrical installations, runways 19 & 29, International Airport. *Lethbridge Alta:* Kenwood Engineering Construction Ltd, replacement of glide path bldg on runway 05 & related work, Airport. *Abbotsford B C:* Deitcher's Construction, construction of emergency powerhouse & related work. *Victoria B C:* John Laing & Son (Canada) Ltd, construction of aircraft parking apron, International Airport.

In addition, this Department awarded four contracts containing the General Fair Wages Clause.

Housing starts in urban centres of 5,000 population and over during the first half of 1962 totalled 41,237, an increase of 3.4 per cent over the 39,873 starts in the first half of 1961, reports the Central Mortgage and Housing Corporation.

Dwelling units for which NHA loans were approved during the first half of this year declined by 19.9 per cent to 26,720 from 33,378 units in the first half of 1961.

Actual completions during the first half of 1962 totalled 39,128, an increase of 13.2 per cent over the 34,562 figure for the first half of 1961.

PRICES AND THE COST OF LIVING

Consumer Price Index, July 1962

The consumer price index (1949=100) rose 0.4 per cent from 130.5 to 131.0 between June and July largely as a result of an increase in the food index. The housing, transportation, health and personal care, and recreation and reading indexes were also at higher levels. The clothing index declined, however, and the tobacco and alcohol index was unchanged.*

The index one year earlier was 129.0.

The food index rose 1.1 per cent from 125.6 to 127.0, reflecting price increases for most fresh and cured meats, especially pork and chicken. Beef prices continued to rise. Prices were also higher for eggs, flour, coffee, grapefruit, apples, canned fruits and most fresh vegetables, particularly potatoes and tomatoes. Prices were lower for margarine, powdered skim milk, oranges, bananas, grapes, cabbage and lettuce.

The housing index increased 0.1 per cent from 134.9 to 135.1 as both the shelter and household operation components moved to slightly higher levels. In shelter, both rent and home-ownership were up. In household operation, fuel and lighting, floor coverings, textiles, utensils and equipment and household supplies moved up. Furniture prices were unchanged and appliance prices somewhat lower.

The clothing index declined 0.2 per cent from 113.1 to 112.9 as a result of sale prices for men's, women's and children's wear and piece goods.

The transportation index increased 0.2 per cent from 140.4 to 140.7 as a result of higher prices for both domestic and imported passenger cars. Gasoline prices declined slightly.

The health and personal care index was up 0.1 per cent from 158.2 to 158.4 due to price increases for toilet soap and men's haircuts.

The recreation and reading index increased 0.5 per cent from 147.0 to 147.8 due to a rise in the reading component as a result of price increases for newspapers and imported magazines. The recreation component remained unchanged.

The tobacco and alcohol index remained unchanged at its May and June levels of 117.9.

* *See* Table F-1 at back of book.

Group indexes in July 1961 were: food 124.9, housing 132.9, clothing 112.2, transportation 138.7, health and personal care 155.1, recreation and reading 145.0, and tobacco and alcohol 115.8.

City Consumer Price Indexes, June 1962

Consumer price indexes (1949=100) rose in nine of the ten regional cities between May and June.* Increases ranged from 0.1 per cent in Saint John to 0.5 per cent in Toronto. The St. John's index declined 0.2 per cent.

Food indexes were up in all cities except St. John's. Housing indexes rose in six cities, declined in one and remained unchanged in three. Clothing indexes increased in six cities, decreased in three and remained unchanged in the remaining city. The index for transportation rose in five cities, declined in two and held steady in three. Indexes for health and personal care were up in seven cities and down in three. Recreation and reading indexes were unchanged in six cities, rose in three cities and declined in the remaining city. Tobacco and alcohol indexes were unchanged in all ten regional cities.

Regional consumer price index point changes between May and June were as follows: Toronto +0.6 to 132.3; Ottawa +0.5 to 131.7; Saskatoon-Regina +0.5 to 127.4; Halifax +0.4 to 129.6; Winnipeg +0.4 to 129.1; Edmonton-Calgary +0.4 to 125.9; Montreal +0.3 to 130.5; Vancouver +0.3 to 129.4; Saint John +0.1 to 130.9; St. John's —0.2 to 117.4†.

Wholesale Price Index, June 1962

The general wholesale index (1935-39=100) rose to 240.3 in June, up 0.5 per cent from the May index of 239.1 and 3.8 per cent above the June 1961 index of 231.4. Five major group indexes increased while three declined.

The animal products group index rose 2.4 per cent to 260.5 from 254.4. A rise of 1.0 per cent to 241.9 from 239.6 took place in the textile products group index. The chemical products group index moved up

* *See* Table F-2 at back of book.

† On base June 1951=100.

0.5 per cent to 191.3 from 190.4, the wood products group index advanced 0.3 per cent to 318.0 from 317.0, and the non-metallic minerals products group index increased slightly to 188.4 from 188.1.

The non-ferrous metals products group index moved down 0.3 per cent to 193.7 from 194.8, the vegetable products group index declined 0.3 per cent to 211.9 from 212.5 and the iron products group index eased 0.3 per cent to 256.1 from 256.9.

The residential building material price index (1935-39=100) moved up from 295.8 to 296.6 betweent May and June. On the 1949 base, the index changed from 129.7 to 130.1.

The index of non-residential building material prices (1949=100) remained steady at 131.6.

U.S. Consumer Price Index, June 1962

The United States consumer price index (1957-59=100) rose to 105.3, a record, at mid-June; the May index was 105.2. The 0.1-per-cent increase from May was attributable to a seasonal rise in food prices.

The index has risen 1.3 per cent since June 1961.

British Index of Retail Prices, May 1962

The British index of retail prices (Jan. 16, 1962=100) rose from 101.9 to 102.2 between mid-April and mid-May. The increase was attributable mainly to a 0.5-per-cent rise in the food index because of the imposition of a purchase tax on confectionery and price increases in potatoes, tomatoes, mutton and lamb, only partly offset by reductions in prices of other fresh vegetables, fresh fruit and bacon.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 166

Accident Prevention

The following eight pamphlets were issued by the British Ministry of Labour in London between 1958 and 1961 and published by HMSO:

1. *Canteens and Messrooms for Small Factories.* Pp. 48.

2. *Cloakroom Accommodation and Washing Facilities in Factories.* Pp. 32.

3. *Fire Fighting in Factories.* Pp. 43.

4. *Ionising Radiations: Precautions for Industrial Users.* Pp. 63.

5. *Radioactive Markers in Go-Devils: Safety Precautions.* Pp. [13].

6. *Safety in Building Operations, Roofing.* Pp. 12.

7. *Safety in the Use of Abrasive Wheels.* Pp. 64.

8. *Toxic Substances in Factory Atmospheres.* Pp. 12.

Annual Reports

9. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Twentieth Annual Report, Fiscal Year ending March 31, 1961.* Ottawa, Queen's Printer, 1961. Pp. 48.

10. GREAT BRITAIN. CHANCELLOR OF THE EXCHEQUER. *Economic Survey, 1962.* London, HMSO, 1962. Pp. 59.

11. MANITOBA. DEPARTMENT OF INDUSTRY AND COMMERCE. *Annual Report for Period ending March 31st, 1961.* Winnipeg, 1962. Pp. 51.

12. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-third Annual Report, 1961.* St. John, 1962. Pp. 38.

Arbitration, Industrial

13. BEATTY, MARION. *Labor-Management Arbitration Manual.* New York, E. E. Eppler, 1960. Pp. 186.

A step-by-step guide for anyone who has to handle a case before an arbitrator or arbitration board. Tells about selecting arbitrators, expenses of arbitration, preparing and presenting the case, the applicability of legal rules, grievance procedure and mediation and conciliation.

14. CARROTHERS, ALFRED WILLIAM ROOKE. *Labour Arbitration in Canada; a Study of the Law and Practice relating to the Arbitration of Grievance Disputes in Industrial Relations in Common Law, Canada.* Toronto, Butterworths, 1961. Pp. 204.

"The object of this study is to describe and evaluate arbitration as a method of settling grievance disputes in labour-management relations."

Biographies

15. Dwarkadas, Kanji. *Forty-five Years with Labour.* New York, Asia Publishing House, 1962. Pp. 315.

The author has spent 45 years as a worker and personnel officer in the textile industry in India. He describes working conditions in the textile industry and tells of his efforts to improve workers' housing.

16. Foulser, George. *Seaman's Voice.* London, MacGibbon & Kee, 1961. Pp. 192.

Autobiography of a British sailor.

Economic Development

17. Kuznets, Simon Smith. *Six Lectures on Economic Growth.* Glencoe, Ill., Free Press, [1960, c1959]. Pp. 122.

Each lecture contains two papers. Contents range from The Meaning and Measurement of Economic Growth to Knowledge and Policy.

18. Robertson, (Sir) Dennis Holme. *Growth, Wages, Money.* Cambridge [Eng.] University Press, 1961. Pp. [64].

Three lectures given at Cambridge University by that university's Emeritus Professor of Political Economy.

Finance

19. McIvor, Russel Craig. *Canadian Monetary, Banking, and Fiscal Development.* Toronto, Macmillan, 1958. Pp. 263.

A history of monetary and banking development from the days of New France till the present. Touches on war finance during the First and Second World Wars, the depression period and the introduction of central banking, social credit in Alberta, and post-war monetary and fiscal policy.

20. Tower, Ralph Burnett. *A Handbook of Small Business Finance.* 5th ed. Rev. by Staff Members of the Small Business Administration. Washington, U.S. Small Business Administration, 1961. Pp. 81.

Provides information on the financial operations of small business.

Industrial Relations

21. Chicago. University. Graduate School of Business. *The Structure of Collective Bargaining; Problems and Perspectives; Proceedings of a Seminar sponsored by Graduate School of Business, University of Chicago, and the McKinsey Foundation.* Edited by Arnold R. Weber. [New York], Free Press of Glencoe, [1961]. Pp. 380.

Examines developments in collective bargaining. Includes studies of collective bargaining in the steel, meat packing, chemical, air transportation, and construction industries, and an analysis of public policy on collective bargaining.

22. U.S. Congress. House. Committee on Education and Labor. *Construction Site Picketing. Hearings before the General Subcommittee on Labor of the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session on H. R. 2955 and Various Bills to amend Section 8(b) (4) of the National Labor Relations Act, as amended...* Washington, GPO, 1961. Pp. 326.

Hearings held April 17-25, 1961. The General Subcommittee on Labor discussed legislation which would reverse the Supreme Court decision on the Denver Building Trades case, where the Supreme Court ruled that the Denver Building Trades Council had violated the secondary boycott provisions of the Labor-Management Relations Act by picketing a construction job where the contractor had employed a non-union electrical subcontractor.

23. U.S. Congress. House. Committee on Education and Labor. *Labor-Management Irregularities: Investigation of Discrimination in Employment and Irregularities in the Field of Labor-Management Relations. Hearing before the Committee on Education and Labor, House of Representatives, Eighty-seventh Congress, First Session. Hearings held in New York, N.Y., June 3 and 24, 1961.* Washington, GPO, 1961. Pp. 104.

These hearings deal with alleged discrimination in employment, migratory labour, and alleged unfair labour practices by unions.

Labour Organization

24. Campaigne, Jameson G. *Check-off; Labor Bosses and Working Men.* Chicago, H. Regnery Co., 1961. Pp. 248.

The author, an American newspaper editor, advocates the abolition of compulsory check-off and of compulsory union membership in the U.S. He alleges that certain American labour leaders are too powerful.

25. Pound, Roscoe. *Labor Unions and the Concept of Public Service.* Washington, American Enterprise Association, 1959. Pp. 63.

The author, former Dean and Professor Emeritus of the Harvard University Law School, recommends that labour unions should be subject to duties and responsibilities under law and should not be immune.

Labouring Classes

26. Canada. Department of Labour. Economics and Research Branch. *Office Occupations.* Ottawa, Queen's Printer, 1960. Pp. 64.

Contains job descriptions of different office workers.

27. Cheit, Earl Frank. *Injury and Recovery in the Course of Employment.* New York, Wiley, 1961. Pp. 377.

The author discusses how well workmen's compensation in the U.S. succeeds in: "1. Restoring economic losses due to occupational

disability and death. 2. Providing medical care. 3. Returning injured workers to their jobs."

28. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. REFERENCE DIVISION. *Labour Relations and Conditions of Work in Britain.* Rev. March 1962. London, 1962. Pp. 45.

Contents: Pay, Hours and Holidays. Safety. Health and Welfare. Industrial Relations. Human Relations at the Work Place.

29. INTERNATIONAL LABOUR OFFICE. *Vocational Training.* Fourth item on the agenda. Geneva, 1961-1962. 2 volumes.

At head of title: International Labour Conference. 46th session, Geneva, 1962. Volume 1 contains a proposed Recommendation concerning vocational training. Volume 2 contains a summary and brief analysis of the replies of 67 member governments as well as English and French versions of the proposed text to be considered at the 46th session.

30. OHIO. DIVISION OF WOMEN AND MINORS AND MINIMUM WAGE. *The Employment of Youth in Ohio Industry: Education, Occupation, Injuries, 1955-1960.* Columbus, Dept. of Industrial Relations, Division of Women and Minors and Minimum Wage, Division of Labor Statistics, 1961. Pp. 96.

31. SENESH, LAWRENCE. *Our Labor Force: Workers, Wages and Unions,* by Lawrence Senesh and Barbara Warne Newell. Harry Negley, consultant. Minneapolis, Curriculum Resources, c1961. Pp. 84.

"... Presents the role of manpower in the American economy: the factors which have contributed to the growth and composition of the [U.S.] labor force; the role of the market, organized labor, and government in determining wages and working conditions."

32. U.S. BUREAU OF LABOR STANDARDS. *Labor Offices in the United States and Canada.* November 1961. Washintgon, GPO, 1962. Pp. 57.

Management

33. ARGYRIS, CHRIS. *Understanding Organizational Behavior.* Homewood, Ill., Dorsey Press, 1960. Pp. 179.

Written for the social scientist studying behavior in an organization. Tells how to carry out an interview, what kind of questions to ask and what not to ask, and how to analyse the information received, etc.

34. DALZIEL, STUART. *The Human Implications of Work Study; the Case of Pakitt Ltd.,* by Stuart Dalziel and Lisl Klein. Stevenage, Eng., Human Sciences Unit, Warren Spring Laboratory, 1960. Pp. 81.

A case study which describes what happened to one company that called in a management consultant firm to help improve productivity by the introduction of work study.

Research, Industrial

35. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Research for Industry; a Report on Work done by Industrial Research Associations in the Government Scheme, 1960.* London, HMSO, 1961 [i.e., 1962]. Pp. 148.

36. U.S. NATIONAL SCIENCE FOUNDATION. *Publication of Basic Research Findings in Industry, 1957-59.* Washington, GPO, 1961. Pp. 43.

Unemployment

37. INTERNATIONAL LABOUR OFFICE. *Employment Objectives in Economic Development; Report of a Meeting of Experts.* Geneva, 1961. Pp. 255.

Deals with unemployment and underemployment. Includes case studies of employment problems and policies in Brazil, Ghana, India, Italy, Japan, the Philippines, Poland and Egypt.

38. MALISOFF, HARRY. *The Insurance Character of Unemployment Insurance.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1961. Pp. 44.

Analyses the mixture of insurance and welfare in unemployment insurance and considers how the dominant insurance character can be maintained while the unemployment exigencies keep changing.

39. U.S. BUREAU OF LABOR STATISTICS. *Unemployment: Terminology, Measurement, and Analysis.* [*Study Papers prepared for*] *Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States.* Washington, GPO, 1961. Pp. 113.

Contains three Study Papers: 1. Unemployment Terminology and Classification. 2. Some Alternative Indexes of Employment and Unemployment. 3. Unemployment in the Early 1960's.

40. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Employment and Unemployment. Hearings before the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States, Eighty-seventh Congress, First Session, pursuant to Sec. 5 (a) of Public Law 304, 79th Congress. December 18, 19, 20, 1961.* Washington, GPO, 1962. Pp. 399.

The Subcommittee considered three questions, in particular: 1. Are statistics on employment and unemployment adequate in concept, coverage, consistency, accuracy, and amount of detail? 2. What has caused the high rate of unemployment? 3. What should be the public and private policies for dealing with employment and unemployment over the next couple of years?

41. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Higher Unemployment Rates, 1957-60: Structural Transformation or Inadequate Demand.* [*A Study Paper prepared for the*] *Subcommittee on Economic Statistics.* Washington, GPO, 1961. Pp. 79.

At head of title: 87th Cong. 1st sess. Joint Committee print. An analysis of the reasons for the higher unemployment rates in the 1957-1960 period.

Women—Employment

42. Canadian Nurses' Association. *Facts and Figures about Nursing in Canada.* Toronto, 1960. Pp. 32.

43. Klein, Viola. *Employing Married Women.* London, Institute of Personnel Management, 1961. Pp. 51.

Study based on information supplied by 120 firms employing about 27,000 married women. The study explains why there is some reluctance to hire them.

44. Winter, Elmer. *A Woman's Guide to Earning a Good Living.* New York, Simon and Schuster, 1961. Pp. 401.

Contains practical suggestions for both single and married women who are looking for jobs. Includes a brief review of 52 fields to choose from.

Miscellaneous

45. Canada. Department of National Health and Welfare. *The Volunteer in Recreation.* Ottawa, Queen's Printer, 1958. Pp. 48.

46. Canadian Association for Adult Education. *Tomorrow's Teaching for Adults; a Report on Teaching Machines and Programmed Instruction, with Glossary and Bibliography.* Toronto, 1962. Pp. 36.

47. Commerce Clearing House Canadian Limited. *Canadian Master Tax Guide; a Guidebook to Canadian Income Tax with Rates and Fees under the Excise Tax Act; the Companies Act and a Brief Outline of the Estate Tax Act.* 17th ed., January 1962. Don Mills, Ont., 1962. Pp. 409.

48. Corbett, Richmond M. *Pension Trends and the Self-employed.* New Brunswick, N.J., Rutgers University Press, 1961. Pp. 156.

Discusses the problem of the self-employed person, such as doctors, lawyers, farmers *et al* in the U.S. who were not permitted to deduct contributions to a pension fund from their income tax. Reviews legislation which would remedy this situation, introduced in the U.S. Congress.

49. Lougheed, William Foster. *Secondary Manufacturing Industry in the Canadian Economy.* Toronto, Baxter Pub. Co., 1961. Pp. 273.

Discusses such aspects of secondary manufacturing in Canada as employment, capital investment, exports, imports, taxation, markets, productivity, foreign competition, government control, etc., with particular reference to the period 1949 to 1960.

50. National Consumer Credit Conference. 12th, Washington University, St. Louis, Mo., 1960. *Consumer Credit in the Sixties; Proceedings.* [St. Louis, Mo? Washington University? 1961]. Pp. 94.

Conference held March 27, 28, 29, 1960.

51. Railway Labor Executives' Association. *The Move toward Railroad Mergers, a Great National Problem.* Washington, 1962. Pp. 102.

An examination of the present proposals for railroad mergers in the U.S.

52. Tolles, Newman Arnold. *Labor Costs and International Trade,* by N. Arnold Tolles, assisted by Betti C. Goldwasser. Washington, Committee for a National Trade Policy, 1961. Pp. 43.

Examines "some of the practical and the logical problems involved in proposals to determine so-called 'flexible' American tariff rates on the basis of comparative production costs in the U.S.A. and in foreign countries."

53. U.S. Children's Bureau. *Services in Public and Voluntary Child Welfare Programs,* by Helen R. Jeter. Washington, GPO, 1962. Pp. 126.

54. U.S. Congress. Senate. Special Committee on Aging. *Problems of the Aging. Hearings before the Subcommittee on Federal and State Activities of the Special Committee on Aging, United States Senate, Eighty-seventh Congress, First Session . . . Pt. 1. Washington, D.C., August 23 and 24, 1961.* Washington, GPO, 1961. Pp. 254.

The first in a series of hearings dealing with the programs and policies of different levels of government in the field of aging.

55. U.S. Selective Service System. *Outline of Historical Background of Selective Service, from Biblical Days to June 30, 1960,* prepared by Irving W. Hart, rev. by Maxwell O. Jensen. Rev. 1960 ed. Washington, 1960. Pp. 60.

More than 18 per cent of U.S. industrial establishments are sponsoring apprenticeship and other employee training programs. Edw. E. Goshen, Director of the U.S. Department of Labor's Bureau of Apprenticeship and Training, released figures in July as the result of a nation-wide study.

Some 9,500 employers, of whom 80 per cent replied, were involved in a study survey conducted in March 1962 by the Bureau. The establishments included were representative of industry in general. The findings are to be published and made available later.

59897-9—7½

U.S. Labour Unions Own Assets Worth $1.5 Billion

Labour unions in the United States had assets of $1.5 billion in 1960, according to a report by U.S. Secretary of Labor Arthur J. Goldberg. The unions, which included local, national and other types, gave total liabilities as $224 million, leaving net assets of more than $1.3 billion.

About 25 per cent of the 260 national unions each took in more than $1 million a year in dues and other revenue.

A total of 44,530 unions reported financial statistics to the Labor Secretary, in accordance with the Labor-Management Reporting and Disclosure Act. Compiled by the Bureau of Labor-Management Reports, the results were published in *Union Financial Statistics* and released by Secretary Goldberg. Assets by individual union were not given.

Welfare and pension plan funds were not included in the report, as most of these—about 90 per cent—are administered by the employers. These funds have a total estimated value of $50 billion, increasing at the rate of about $5 billion a year.

Of the 260 national unions, 75 per cent had total receipts of under $1 million; 16 per cent of these unions had receipts of under $10,000; 27 per cent had total receipts of between $100,000 and $1,000,000; and 4 per cent had revenue of less than $10,000.

Nearly 55 per cent of the local unions had receipts of less than $5,000, an additional 15 per cent had revenue of between $5,000 and $10,000. Unions classified as other than national or local had a receipt distribution similar to the local unions.

The largest assets—at $770.8 million—were reported by the national unions; their total liabilities were $147.9 million. Local unions came next with assets of $670.1 million and liabilities of nearly $43 million. Unions other than local or national reported assets worth nearly $100 million and liabilities of almost $33 million.

Of the 44,530 unions reporting, 41,796 were local unions, 260 were national as noted, and 2,474 were others.

At present the grand total of reporting unions is over 52,000, as about 8,000 small organizations were not included in the first statistical report.

46th International Labour Conference

(*Continued from page 948*)

(*b*) making available training facilities to enable selected personnel from other countries, either on an exchange basis or otherwise, to acquire skill, knowledge and experience not available in their own country;

(*c*) the organization of visits abroad for persons concerned with training to enable them to become familiar with training practices in other countries;

(*d*) the loan of experienced personnel from one country to another to help organize training;

(*e*) the exchange of qualified personnel;

(*f*) the preparation and supply of textbooks and other materials for training;

(*g*) the systematic exchange of information on training questions;

(*h*) helping the industrializing countries to create and develop their national training systems and to acquire their own qualified teachers and instructors.

79. Consideration should be given to—

(*a*) the desirability and possibility of progressively assimilating training levels for the same occupation within a group of countries with a view to facilitating access to training abroad as well as occupational mobility;

(*b*) the possibility of reciprocal recognition of examination certificates in territories where training levels for the same occupation are comparable;

(*c*) the preparation and exchange of occupational information such as job descriptions which may be particularly useful in the training of migrants.

XVI. Effect on Earlier Recommendations

80. This Recommendation supersedes the Vocational Training Recommendation, 1939, the Apprenticeship Recommendation, 1939, and the Vocational Training (Adults) Recommendation, 1950.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JULY 21, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,877	630	1,914	2,492	1,218	623
Men	5,033	479	1,423	1,786	888	457
Women	1,844	151	491	706	330	166
14—19 years	866	93	267	278	161	67
20—24 years	870	88	286	279	149	68
25—44 years	2,981	251	838	1,116	503	273
45—64 years	1,939	176	476	734	356	197
65 years and over	221	22	47	85	49	18
Employed	6,569	584	1,805	2,398	1,192	590
Men	4,786	440	1,332	1,713	869	432
Women	1,783	144	473	685	323	158
Agriculture	746	48	144	180	337	37
Non-agriculture	5,823	536	1,661	2,218	855	553
Paid Workers	5,359	480	1,516	2,055	807	501
Men	3,776	352	1,084	1,436	544	360
Women	1,583	128	432	619	263	141
Unemployed	308	46	109	94	26	33
Men	247	39	91	73	19	25
Women	61	*	18	21	*	*
Persons not in the Labour Force	5,357	606	1,589	1,784	870	508
Men	1,049	137	305	322	170	115
Women	4,308	469	1,284	1,462	700	393

* Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED JULY 21, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over [1]	12,234	1,821	3,567	962	3,640	926	1,318
Labour force	6,877	866	3,452	881	821	636	221
Employed	6,569	770	3,346	817	807	618	211
Unemployed	308	96	106	64	14	18	10
Not in labour force	5,357	955	115	81	2,819	290	1,097
Participation rate [2]							
1962, July 21	56.2	47.6	96.8	91.6	22.6	68.7	16.8
June 23	55.3	38.2	96.9	90.9	23.7	69.8	17.3
Unemployment rate [3]							
1962, July 21	4.5	11.1	3.1	7.3	1.7	2.8	4.5
June 23	4.5	12.6	3.3	7.3	1.7	2.4	*

[1] Excludes inmates of institutions, members of the armed services, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

* Less than 10,000 unemployed.

TABLE A-3—UNEMPLOYED, WEEK ENDED JULY 21, 1962

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	July 1962	June 1962	July 1961
Total unemployed	308	301	354
On temporary layoff up to 30 days	16	11	21
Without work and seeking work	292	290	333
Seeking full-time work	268	268	310
Seeking part-time work	24	22	23
Seeking under 1 month	92	110	104
Seeking 1—3 months	101	69	100
Seeking 4—6 months	37	42	49
Seeking more than 6 months	62	69	80

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals[3]
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,823	1,685	270	1,317	307	2,360	4,303	727	16,521
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,653	746	17,463
1960—Total....	551	5,188	1,806	326	1,245	344	2,638	5,019	790	18,119
1961—Total....	545	5,348	1,862	285	1,225	356	2,737	5,475	827	18,884
1961—										
May.....	45.6	441.8	153.8	62.4	302.5	88.8	678.6	1,375.1	205.6	1,563.9
June.....	46.3	457.5	165.5	.....	.....	.....	.....	.....	.....	1,629.4
July.....	46.2	451.2	166.9	.....	.....	.....	.....	.....	.....	1,615.3
August.....	46.2	459.3	162.2	75.4	373.8	91.9	690.3	1,375.3	210.2	1,629.9
September...	46.3	464.6	162.0	.....	.....	.....	.....	.....	.....	1,657.7
October.....	46.3	463.0	159.0	.....	.....	.....	.....	.....	.....	1,644.9
November...	46.2	458.8	158.1	85.1	311.5	89.9	712.2	1,413.5	211.9	1,625.1
December....	45.5	451.3	152.0	.....	.....	.....	.....	.....	.....	1,585.8
1962—										
January.....	45.8	450.7	151.2	.....	.....	.....	.....	.....	.....	1,565.7
February.....	45.2	455.9	152.1	68.2	255.6	89.7	687.7	1,421.5	212.0	1,575.7
March.....	45.6	461.1	150.3	.....	.....	.....	.....	.....	.....	1,590.5
April*.....	45.1	469.0	153.8	.....	.....	.....	.....	.....	.....	1,618.8
May†.....	47.0	482.7	159.8	.....	.....	.....	.....	.....	.....	1,674.4

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at May 1962 employees in the principal non-agricultural industries reported a total employment of 2,887,337 . Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite [1]			Manufacturing		
	Index Numbers (1949=100)		Average Weekly Wages and Salaries	Index Numbers (1949=100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
			$			$
Averages						
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	177.8	78.19
1961	118.1	181.8	78.11	108.9	183.6	80.73
1961						
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September	123.3	183.3	78.75	112.8	184.6	81.15
October	122.9	183.9	79.02	112.1	186.0	81.79
November	121.6	183.5	78.82	110.9	186.2	81.87
December	117.8	179.4	77.08	107.9	182.3	80.16
1962						
January	115.2	184.5	79.27	108.5	187.1	82.28
February	114.7	186.7	80.21	108.9	188.2	82.74
March	115.2	187.2	80.41	109.6	189.3	83.23
April*	116.7	186.7	80.21	110.4	189.0	83.11
May†	121.0	188.0	80.76	113.4	190.4	83.74

[1] Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

* Revised.

† Preliminary.

TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, MAY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961
				$	$	$
Provinces						
Newfoundland	126.3	115.5	117.9	73.10	73.30	71.75
Prince Edward Island	137.6	114.6	131.9	60.13	61.53	56.37
Nova Scotia	96.8	91.0	96.3	66.16	65.72	64.66
New Brunswick	101.9	92.4	99.2	64.64	66.05	61.38
Quebec	120.2	116.3	116.6	78.43	77.50	75.26
Ontario	123.1	119.9	118.3	84.01	83.27	81.17
Manitoba	110.6	106.9	109.9	74.68	75.00	72.79
Saskatchewan	126.6	117.2	125.4	76.70	75.97	73.72
Alberta (including Northwest Territories)	157.2	149.0	153.7	81.58	81.32	79.54
British Columbia (including Yukon)	115.1	111.6	112.3	87.51	87.15	85.35
Canada	**121.0**	**116.7**	**117.2**	**80.76**	**80.21**	**78.00**
Urban Areas						
St. John's	138.6	130.0	128.5	61.08	60.18	59.37
Sydney	80.8	72.6	88.8	82.06	77.49	79.37
Halifax	123.9	119.5	122.0	67.60	67.84	63.71
Moncton	107.0	102.9	102.5	61.96	61.82	60.23
Saint John	106.5	105.8	101.8	65.65	64.21	60.53
Chicoutimi—Jonquiere	108.3	105.8	109.8	97.82	97.11	95.05
Quebec	118.3	116.9	113.3	69.50	68.64	67.37
Sherbrooke	106.7	103.1	98.6	66.51	66.78	64.97
Shawinigan	104.2	100.8	104.5	86.54	85.89	85.01
Three Rivers	118.0	112.5	111.1	73.76	72.26	72.89
Drummondville	80.2	57.6	74.9	67.70	65.49	63.10
Montreal	127.2	125.5	123.1	80.45	79.13	77.18
Ottawa—Hull	134.7	130.1	127.6	75.42	74.17	72.42
Kingston	115.8	112.4	120.4	78.62	77.42	76.98
Peterborough	96.3	94.1	90.4	89.74	90.04	86.88
Oshawa	189.2	185.3	175.6	105.00	104.88	90.40
Toronto	136.8	134.7	130.6	84.30	83.52	81.66
Hamilton	114.1	111.3	108.3	90.50	89.25	86.59
St. Catharines	110.9	110.1	107.0	95.14	94.27	88.87
Niagara Falls	101.9	96.1	99.0	81.55	83.19	81.16
Brantford	82.0	80.9	82.5	75.83	75.42	74.83
Guelph	122.7	119.6	119.9	75.51	73.73	72.27
Galt	115.0	113.2	106.1	71.77	71.66	70.04
Kitchener	130.5	127.0	121.2	76.32	74.96	73.37
Sudbury	145.9	143.9	146.6	91.37	92.00	91.48
Timmins	90.4	88.1	91.5	73.01	72.48	70.90
London	136.9	132.9	128.3	76.53	75.57	74.12
Sarnia	134.5	130.3	126.2	104.42	104.64	101.49
Windsor	74.4	73.1	74.4	92.24	90.03	88.16
Sault Ste. Marie	150.9	145.7	139.8	101.73	100.65	104.43
Ft. William—Pt. Arthur	107.6	99.8	110.0	82.15	79.48	80.47
Winnipeg	110.3	107.8	110.8	71.69	71.99	70.04
Regina	141.4	134.5	138.9	75.04	75.70	71.92
Saskatoon	139.5	132.6	145.3	72.56	70.74	69.38
Edmonton	203.4	193.1	187.0	76.19	75.95	74.59
Calgary	179.4	173.8	173.0	80.87	80.41	75.61
Vancouver	113.7	111.6	111.1	86.03	85.28	83.76
Victoria	115.7	112.2	107.3	79.98	79.79	76.43

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES, MAY, 1962

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961
				$	$	$
Mining	**117.9**	**113.3**	**117.4**	**98.57**	**98.49**	**95.82**
Metal mining	132.9	130.2	132.8	100.33	99.79	98.22
Gold	69.5	68.4	71.8	82.63	81.41	79.37
Other metal	191.8	187.5	189.7	106.29	106.02	104.86
Fuels	84.9	79.7	85.3	101.60	101.89	95.71
Coal	41.9	37.9	45.8	76.70	74.50	74.22
Oil and natural gas	260.7	250.2	255.5	117.94	118.84	112.29
Non-metal	147.1	135.7	141.5	86.26	86.99	85.87
Manufacturing	**113.4**	**110.4**	**108.4**	**83.74**	**83.11**	**80.72**
Durable goods	118.1	114.7	111.0	90.40	89.59	86.94
Non-durable goods	109.4	106.7	106.2	77.73	77.27	75.26
Food and beverages	114.7	107.9	112.0	74.26	73.98	71.96
Meat products	132.2	129.6	134.8	84.55	82.73	82.55
Canned and preserved fruits and vegetables	92.0	82.8	82.5	66.84	68.01	64.69
Grain mill products	100.1	97.4	102.0	82.29	79.46	79.05
Bread and other bakery products	111.1	109.5	110.1	70.51	68.48	68.25
Distilled and malt liquors	95.3	94.2	100.9	102.67	100.64	96.37
Tobacco and tobacco products	99.4	99.7	79.0	77.60	74.99	82.27
Rubber products	104.6	102.3	97.3	85.58	84.44	82.22
Leather products	87.4	88.1	86.0	54.58	54.72	53.86
Boots and shoes (except rubber)	94.1	95.2	92.4	51.87	52.07	51.00
Textile products (except clothing)	80.9	77.8	77.5	66.50	65.51	63.83
Cotton yarn and broad woven goods	73.4	74.2	70.2	62.51	61.73	59.57
Woollen goods	61.4	59.7	60.8	62.75	61.41	60.94
Synthetic textiles and silk	88.9	77.1	82.4	73.33	72.30	71.20
Clothing (textile and fur)	91.0	91.5	88.4	51.07	51.46	49.12
Men's clothing	94.6	94.1	90.5	49.56	50.20	47.83
Women's clothing	96.1	99.3	95.0	52.86	53.71	50.16
Knit goods	73.1	72.6	70.1	50.70	50.69	49.26
Wood products	108.0	101.2	104.6	70.86	70.22	69.16
Saw and planing mills	110.6	101.1	108.0	72.73	72.13	71.30
Furniture	114.1	112.7	108.1	69.17	68.54	66.61
Other wood products	82.6	78.8	81.2	62.81	62.64	61.88
Paper products	125.1	122.3	123.8	97.25	96.39	94.25
Pulp and paper mills	125.1	121.9	124.8	104.96	103.85	101.72
Other paper products	125.1	123.4	121.3	79.03	78.94	76.26
Printing, publishing and allied industries	126.7	126.0	123.8	91.33	90.79	87.31
Iron and steel products	109.3	106.4	103.1	95.79	94.35	92.46
Agricultural implements	62.6	63.4	67.0	98.31	98.10	93.68
Fabricated and structural steel	154.7	149.4	146.9	96.74	94.88	93.54
Hardware and tools	106.5	104.7	100.2	84.17	82.94	81.44
Heating and cooking appliances	102.3	99.6	92.1	80.23	80.26	78.16
Iron castings	94.2	92.6	88.5	90.01	90.17	86.40
Machinery, industrial	127.0	122.9	113.7	90.83	90.76	88.15
Primary iron and steel	125.4	121.3	117.4	112.76	108.57	109.34
Sheet metal products	114.7	109.6	105.3	93.60	92.32	90.29
Wire and wire products	112.7	109.6	110.8	95.36	93.61	92.00
Transportation equipment	114.9	113.5	107.0	98.02	97.09	90.87
Aircraft and parts	256.0	257.8	258.4	96.29	94.99	95.37
Motor vehicles	115.7	113.9	106.1	116.65	114.93	100.10
Motor vehicle parts and accessories	114.7	113.0	104.0	97.04	98.20	91.08
Railroad and rolling stock equipment	57.3	56.2	53.6	84.49	86.23	80.99
Shipbuilding and repairing	149.7	146.9	130.4	89.86	85.93	81.56
Non ferrous metal products	125.4	123.6	123.7	94.22	94.01	93.13
Aluminum products	140.4	136.3	136.9	92.63	91.62	90.04
Brass and copper products	104.5	103.4	101.3	89.98	89.75	87.57
Smelting and refining	140.4	138.4	144.2	102.65	102.80	101.20
Electrical apparatus and supplies	146.7	143.7	129.6	89.32	88.67	87.64
Heavy electrical machinery	107.8	105.8	97.7	97.80	96.89	94.91
Telecommunication equipment	265.0	256.9	220.0	86.64	86.84	86.71
Non-metallic mineral products	150.8	144.3	138.9	88.35	86.91	85.30
Clay products	90.0	86.0	88.4	79.94	79.65	77.75
Glass and glass products	165.4	164.3	154.0	84.29	83.41	80.98
Products of petroleum and coal	141.1	137.6	138.7	121.46	122.08	117.44
Petroleum refining and products	143.6	140.4	141.4	122.47	122.95	118.24
Chemical products	135.6	133.3	133.0	98.41	98.33	94.85
Medicinal and pharmaceutical preparations	122.5	121.8	119.4	85.48	85.29	82.81
Acids, alkalis and salts	160.3	155.1	156.6	109.71	109.49	107.53
Other chemical products	133.3	131.3	131.2	98.24	98.29	94.20
Miscellaneous manufacturing industries	142.0	139.8	136.3	73.51	72.77	71.40
Construction	**125.8**	**112.3**	**123.1**	**85.08**	**83.49**	**81.27**
Building and general engineering	122.9	110.3	117.6	91.77	90.27	87.92
Highways, bridges and streets	130.8	115.7	132.2	74.58	72.67	71.38
Electric and motor transportation	137.6	135.3	134.9	85.43	85.37	82.70
Service	**157.3**	**152.0**	**148.8**	**57.15**	**57.29**	**55.29**
Hotels and restaurants	135.7	129.4	129.3	43.42	43.36	42.14
Laundries and dry cleaning plants	130.5	129.1	123.4	50.87	49.93	48.58
Industrial composite	**121.0**	**116.7**	**117.2**	**80.76**	**80.21**	**78.00**

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners)

SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings		
	May 1962	April 1962	May 1961	May 1962	April 1962	May 1961
				$	$	$
Newfoundland	41.5	42.3	40.7	1.70	1.70	1.71
Nova Scotia	41.9	41.2	40.3	1.64	1.65	1.66
New Brunswick	42.0	40.8	38.8	1.54	1.66	1.56
Quebec	41.7	41.1	41.4	1.70	1.69	1.65
Ontario	41.1	40.7	40.5	1.99	1.98	1.94
Manitoba	39.6	39.9	39.8	1.76	1.76	1.73
Saskatchewan	39.6	39.0	39.5	2.02	2.01	1.99
Alberta[1]	40.1	40.2	40.0	2.00	2.00	1.96
British Columbia[2]	38.0	37.5	37.8	2.27	2.28	2.23

[1]Includes Northwest Territories.

[2]Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Last Pay Period in:					
1961 May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September	41.3	1.81	75.00	179.7	139.1
October	41.2	1.84	75.69	181.3	139.8
November	46.2	1.84	75.64	181.2	139.6
December	38.8	1.88	72.85	174.5	134.6
1962 January	40.6	1.86	75.47	180.8	139.3
February	40.8	1.86	75.99	182.1	140.4
March	41.0	1.87	76.68	183.7	141.0
April*	40.6	1.89	76.50	183.3	140.9
May†	41.0	1.89	77.50	185.7	142.3

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings.*

* Revised.

†Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY, MAY 1962

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961	May 1962	Apr. 1962	May 1961
				$	$	$	$	$	$
Mining	**42.2**	**41.5**	**42.1**	**2.17**	**2.19**	**2.12**	**91.65**	**90.83**	**89.08**
Metal mining	42.5	41.8	42.4	2.25	2.26	2.20	95.67	94.63	93.17
Gold	43.8	42.4	43.6	1.76	1.78	1.70	77.21	75.70	74.14
Other metal	42.0	41.6	42.0	2.43	2.44	2.39	102.33	101.45	100.38
Fuels	40.3	39.9	40.4	2.06	2.05	1.96	82.86	81.98	79.48
Coal	40.9	40.4	41.0	1.83	1.80	1.77	74.95	72.81	72.79
Oil and natural gas	39.1	39.1	39.3	2.50	2.52	2.35	97.76	98.49	92.26
Non-metal	43.0	42.0	42.8	1.96	1.98	1.95	84.32	83.21	83.32
Manufacturing	**41.0**	**40.6**	**40.5**	**1.89**	**1.89**	**1.84**	**77.50**	**76.50**	**74.44**
Durable goods	41.6	41.1	40.8	2.04	2.04	1.99	85.10	83.86	81.36
Non-durable goods	40.4	40.1	40.1	1.74	1.73	1.70	70.21	69.44	68.04
Food and beverages	41.4	40.3	40.9	1.65	1.67	1.64	68.21	67.31	66.99
Meat products	40.9	39.6	41.4	1.96	1.94	1.91	80.16	76.94	79.20
Canned and preserved fruits and vegetables	39.4	38.6	38.9	1.46	1.49	1.41	57.42	57.69	54.82
Grain mill products	42.9	41.8	43.1	1.85	1.81	1.75	79.17	75.53	75.51
Bread and other bakery products	42 3	41.5	42.6	1.52	1.51	1.48	64.44	62.67	63.22
Distilled liquors	40.6	38.8	40.0	2.18	2.17	2.09	88.35	84.19	83.84
Malt liquors	40.7	39.6	39.4	2.38	2.35	2.34	97.08	93.19	92.13
Tobacco and tobacco products	39.0	38.2	40.4	1.84	1.80	1.90	71.65	68.77	76.95
Rubber products	41.5	41.0	40.6	1.92	1.91	1.87	79.88	78.16	75.72
Leather products	38.9	39.1	39.4	1.27	1.28	1.24	49.59	49.88	49.01
Boots and shoes (except rubber)	38.4	38.6	39.1	1.23	1.23	1.19	47.12	47.60	46.62
Other leather products	40.1	40.1	39.9	1.38	1.37	1.36	55.24	55.15	54.34
Textile products (except clothing)	42.2	41.6	41.6	1.42	1.41	1.37	60.03	58.79	57.07
Cotton yarn and broad woven goods	40.1	40.1	39.3	1.45	1.45	1.39	58.16	57.98	54.82
Woollen goods	43.8	42.7	43.4	1.31	1.31	1.28	57.44	55.93	55.53
Synthetic textiles and silk	43.8	42.4	43.4	1.52	1.50	1.47	66.57	63.65	63.60
Clothing (textile and fur)	37.7	37.9	37.4	1.22	1.22	1.17	45.82	46.30	43.75
Men's clothing	37.3	37.7	36.7	1.21	1.21	1.17	45.05	45.53	42.97
Women's clothing	36.5	37.1	36.3	1.31	1.32	1.23	47.73	48.75	44.64
Knit goods	40.0	40.2	40.1	1.13	1.14	1.09	45.34	45.72	43.89
*Wood products	41.4	40.6	40.8	1.64	1.64	1.61	67.63	66.60	65.71
Saw and planing mills	40.7	39.6	40.3	1.74	1.76	1.71	70.87	69.63	69.00
Furniture	42.5	42.1	41.8	1.50	1.50	1.46	63.54	63.09	61.20
Other wood products	42.5	42.8	41.6	1.36	1.34	1.36	57.64	57.45	56.46
Paper products	41.2	41.0	40.9	2.22	2.20	2.15	91.40	90.30	88.10
Pulp and paper mills	41.3	41.0	40.9	2.39	2.37	2.32	98.80	97.30	95.04
Other paper products	40.9	41.1	41.0	1.75	1.75	1.70	71.79	71.92	69.44
Printing, publishing and allied industries	39.4	39.0	38 7	2.32	2.31	2 22	91.30	90.07	85.98
*Iron and steel products	41.7	41.2	40.9	2.19	2.17	2.15	91.51	89.41	87.93
Agricultural implements	41.2	40.7	40.0	2.21	2.22	2.17	91.07	90.28	86.64
Fabricated and structural steel	41.7	40.7	40.6	2.15	2.12	2.11	89.57	86.28	85.54
Hardware and tools	42.8	42.2	41.9	1.82	1.81	1.79	77.81	76.47	74.85
Heating and cooking appliances	40.6	40.5	40.0	1.85	1.84	1.78	74.94	74.59	71.18
Iron castings	42.0	42 0	40.7	2.06	2.06	2.00	86.35	86.47	81.48
Machinery, Industrial	41.7	41.8	41.5	2.03	2.03	1.98	84.49	85.05	82.06
Primary iron and steel	41.5	40.3	41.1	2.64	2.58	2.58	109.55	104.04	106.04
Sheet metal products	41.8	41.3	40.7	2.14	2.12	2.12	89.55	87.53	86.18
Wire and wire products	42 2	41 5	41.6	2.14	2.11	2.08	90 24	87.76	86.45
*Transportation equipment	42.2	41.8	40.3	2.21	2.21	2.11	93.36	92.44	85.06
Aircraft and parts	41.1	40.4	42.1	2.13	2.12	2.10	87.74	85.64	88.62
Motor vehicles	45.3	44.9	40.2	2.48	2.48	2.30	112.39	111.51	92.68
Motor vehicle parts and accessories	42 6	42.8	40.6	2.17	2.19	2.10	92.47	93.85	85.42
Railroad and rolling stock equipment	39.5	40.0	39.1	2.09	2.10	2.00	82.33	84.13	78.40
Shipbuilding and repairing	41.3	39.7	39 1	2.15	2.12	2 03	88.65	84.12	79.36
*Non-ferrous metal products	40 6	40.4	40.6	2.16	2.16	2.15	87.82	87.22	87.30
Aluminum products	42.1	41.6	41.7	1.92	1.90	1.93	80.78	78.95	80.41
Brass and copper products	41.5	41.4	40.9	2.05	2.06	2.01	85.C0	85.29	82.11
Smelting and refining	39.9	39.9	40.2	2.42	2.41	2.38	96.45	96.07	95.45
*Electrical apparatus and supplies	40.7	40.2	40.5	1.91	1.90	1.89	77.52	76.59	76.32
Heavy electrical machinery and equipment	41 2	40.8	40.7	2.13	2.12	2.08	87.92	86.58	84.39
Telecommunication equipment	40.4	39.8	40.0	1.74	1.75	1.76	70.26	69.55	70.31
Refrigerators, vacuum cleaners and appliances	40.3	39.3	39.8	1.94	1.93	1.92	78.13	76.08	76.29
Wire and cable	41.7	41.1	42.0	2.13	2.12	2.08	88.81	86.96	87.27
Miscellaneous electrical products	40.4	40.2	40.3	1.80	1.80	1.78	72.62	72.39	71.80
*Non-metallic mineral products	43.4	42.2	43.4	1.91	1.92	1.86	83.11	80.98	80.78
Clay products	42.7	42.3	42.7	1.74	1.74	1.70	74.28	73.58	72.82
Glass and glass products	41.0	40.5	41.2	1.91	1.91	1.86	78.46	77.21	76.76
Products of petroleum and coal	42.0	41 8	41.6	2.68	2.67	2.58	112.29	111.68	107.13
Chemical products	41.3	41.2	41.4	2.10	2.09	2.04	86.64	86.30	84.46
Medicinal and pharmaceutical preparations	39.9	39.6	40.4	1.62	1.60	1.55	64.42	63.54	62.83
Acids, alkalis and salts	41.0	40.9	41.0	2.41	2.39	2.39	98.68	97.99	97.94
Miscellaneous manufacturing industries	40.9	40.8	40.8	1.55	1.54	1.52	63.41	62.91	61.97
Professional and scientific equipment	40.5	40.4	40.5	1.85	1.85	1.83	74.88	74.93	74.27
Construction	**40.4**	**38.5**	**39.7**	**2.05**	**2.08**	**1.97**	**82.88**	**80.23**	**78.08**
Building and general engineering	39.7	38.5	39.3	2.24	2.27	2.14	89.04	87.17	84.11
Highways, bridges and streets	41.7	38.6	40.4	1.72	1.74	1.67	71.77	67.20	67.54
Electric and motor transportation	**43.2**	**43.4**	**43.4**	**1.98**	**1.97**	**1.90**	**85.60**	**85.55**	**82.31**
Service	**38.5**	**38.2**	**38.8**	**1.10**	**1.10**	**1.07**	**42.46**	**42.11**	**41.53**
Hotels and restaurants	38.2	38.0	38.8	1.07	1.07	1.04	40.89	40.63	40.27
Laundries and dry cleaning plants	40.6	40.3	40.1	1.05	1.05	1.03	42.72	42.30	41.44

* Durable manufactured goods industries.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S. See also Technical Note, page 385, March issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
July 1957	20,837	14,060	34,897	171,765	84,581	256,346
July 1958	11,505	11,858	23,363	252,853	119,157	372,010
July 1959	14,235	14,317	28,552	185,527	106,965	292,492
July 1960	14,673	12,594	27,267	242,582	128,062	370,644
July 1961	15,880	14,732	30,612	246,016	117,993	364,009
August 1961	14,963	17,850	32,813	216,245	104,695	320,940
September 1961	14,645	17,066	31,711	216,358	101,260	317,618
October 1961	12,936	14,979	27,915	249,228	107,697	356,925
November 1961	17,462	15,940	33,402	329,306	124,966	454,272
December 1961	11,402	10,866	22,268	478,470	136,566	615,036
January 1962	11,428	12,069	23,497	570,061	161,094	731,155
February 1962	12,308	13,073	25,381	585,555	161,992	747,547
March 1962	15,184	15,359	30,543	579,641	158,342	737,983
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
May 1962	22,026	20,999	43,025	329,391	126,461	455,852
June 1962(1)	22,436	20,672	43,108	237,747	119,561	357,308
July 1962(1)	22,872	17,895	40,767	224,480	113,414	337,894

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED DURING YEAR 1958-1961 AND DURING MONTH JUNE 1961—JUNE 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1958—Year	2,790,412	1,012,974	620,394	374,245	548,663	291,466
1959—Year	2,753,997	1,037,536	753,904	421,927	661,872	324,201
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1961—June	230,718	100,318	81,236	47,267	73,620	37,793
July	231,069	98,915	74,950	44,374	66,017	37,286
August	232,512	100,946	86,849	57,620	76,895	45,527
September	234,100	92,605	84,048	46,469	80,430	38,934
October	262,415	94,783	78,281	39,501	70,797	31,679
November	328,443	108,175	83,750	38,498	70,353	28,162
December	361,979	91,992	62,933	36,436	61,219	35,284
1962—January	343,460	109,466	57,373	35,946	49,668	26,878
February	244,177	75,220	56,595	30,459	48,546	22,688
March	250,908	81,800	60,933	37,064	50,161	27,365
April	226,940	79,051	82,893	40,026	65,841	29,194
May	239,245	95,925	117,362	51,441	107,811	38,595
June	* 231,500	* 100,412	92,346	48,564	86,218	39,253

* Preliminary—subject to revision

TABLE D-3—PLACEMENTS EFFECTED BY INDUSTRY AND BY SEX DURING JUNE 1962

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from June 1961
Agriculture, Fishing, Trapping	**10,031**	**4,973**	**15,004**	**− 3,812**
Forestry	**5,961**	**80**	**6,041**	**+ 1,991**
Mining, Quarrying and Oil Wells	**1,464**	**56**	**1,520**	**+ 166**
Metal Mining	793	6	799	+ 156
Fuels	212	26	238	− 20
Non-Metal Mining	336	2	338	+ 31
Quarrying, Clay and Sand Pits	78	3	81	+ 25
Prospecting	45	19	64	− 26
Manufacturing	**17,381**	**9,561**	**26,942**	**+ 3,887**
Foods and Beverages	2,499	2,612	5,111	+ 713
Tobacco and Tobacco Products	51	100	151	+ 91
Rubber Products	141	110	251	+ 68
Leather Products	316	451	767	+ 211
Textile Products (except clothing)	595	473	1,068	+ 193
Clothing (textile and fur)	580	2,120	2,700	+ 314
Wood Products	2,251	284	2,535	+ 264
Paper Products	1,251	316	1,567	− 70
Printing, Publishing and Allied Industries	681	417	1,098	+ 157
Iron and Steel Products	3,677	482	4,159	+ 700
Transportation Equipment	1,923	325	2,248	+ 412
Non-Ferrous Metal Products	684	176	860	− 109
Electrical Apparatus and Supplies	618	556	1,174	+ 123
Non-Metallic Mineral Products	732	181	913	+ 226
Products of Petroleum and Coal	83	24	107	− 9
Chemical Products	694	358	1,052	+ 302
Miscellaneous Manufacturing Industries	605	576	1,181	+ 301
Construction	**16,493**	**237**	**16,730**	**+ 3,483**
General Contractors	11,450	147	11,597	+ 2,321
Special Trade Contractors	5,043	90	5,133	+ 1,162
Transportation, Storage and Communication	**8,983**	**494**	**9,477**	**+ 2,202**
Transportation	8,243	251	8,494	+ 2,138
Storage	371	41	412	+ 36
Communication	369	202	571	+ 28
Public Utility Operation	**552**	**100**	**652**	**+ 277**
Trade	**9,326**	**5,749**	**15,075**	**+ 2,711**
Wholesale	4,050	1,376	5,426	+ 578
Retail	5,276	4,373	9,649	+ 2,133
Finance, Insurance and Real Estate	**681**	**1,357**	**2,038**	**+ 529**
Service	**15,346**	**16,646**	**31,992**	**+ 2,624**
Community or Public Service	1,005	1,594	2,599	+ 174
Government Service	5,460	1,493	6,953	− 354
Recreation Service	806	208	1,014	+ 187
Business Service	1,829	848	2,677	+ 768
Personal Service	6,246	12,503	18,749	+ 2,223
GRAND TOTAL	**86,218**	**39,253**	**125,471**	**+14,058**

TABLE D-4--REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JUNE 29, 1962[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Registrations for Em loyment		
	Male	Female	Total
Professional and Managerial Workers	8,218	2,352	10,570
Clerical Workers	17,233	43,819	61,052
Sales Workers	7,625	15,669	23,294
Personal and Domestic Service Workers	26,416	21,920	48,336
Seamen	837	8	845
Agriculture, Fishing, Forestry (Ex. log.)	4,981	796	5,777
Skilled and Semi-Skilled Workers	90,778	14,090	104,868
Food and kindred products (incl. tobacco)	895	453	1,348
Textiles, clothing, etc.	2,275	8,751	11,026
Lumber and lumber products	10,502	77	10,579
Pulp, paper (incl. printing)	806	353	1,159
Leather and leather products	742	751	1,493
Stone, clay and glass products	328	39	367
Metalworking	8,755	584	9,339
Electrical	1,758	804	2,562
Transportation equipment	1,262	23	1,285
Mining	1,456	.....	1,456
Construction	17,236	3	17,239
Transportation (except seamen)	18,641	119	18,760
Communications and public utility	539	.....	539
Trade and service	4,095	1,238	5,333
Other skilled and semi-skilled	15,024	656	15,680
Foremen	1,920	234	2,154
Apprentices	4,544	5	4,549
Unskilled Workers	81,659	20,907	102,566
Food and tobacco	2,828	5,502	8,330
Lumber and lumber products	6,956	275	7,231
Metalworking	3,038	355	3,393
Construction	34,673	.....	34,673
Other unskilled workers	34,164	14,775	48,939
GRAND TOTAL	**237,747**	**119,561**	**357,308**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JUNE 29, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) June 29, 1962	Previous Year June 30, 1961
Newfoundland	**9,265**	**8,486**
Corner Brook	2,450	2,534
Grand Falls	619	683
St. John's	6,196	5,269
Prince Edward Island	**1,452**	**1,345**
Charlottetown	766	695
Summerside	686	650
Nova Scotia	**14,358**	**15,981**
Amherst	617	719
Bridgewater	510	850
Halifax	3,906	4,425
Inverness	333	232
Kentville	1,303	1,320
Liverpool	343	456
New Glasgow	1,858	1,397
Springhill	520	609
Sydney	2,756	3,200
Sydney Mines	845	1,218
Truro	728	802
Yarmouth	639	753
New Brunswick	**12,007**	**12,596**
Bathurst	953	912
Campbellton	1,191	1,455
Edmundston	846	575
Fredericton	1,157	1,315
Minto	445	386
Moncton(2)	2,535	2,561
Newcastle	958	982
Saint John	2,678	2,768
St. Stephen	570	820
Sussex	127	260
Woodstock	547	562
Quebec	**114,484**	**121,769**
Alma	1,759	1,509
Asbestos	310	290
Baie Comeau	494	500
Beauharnois	854	845
Buckingham	558	655
Causapscal	1,275	997
Chandler	1,143	654
Chicoutimi	2,259	2,017
Cowansville	372	412
Dolbeau	888	890
Drummondville	1,648	1,715
Farnham	541	630
Forestville	399	258
Gaspé	630	533
Granby	1,483	1,526
Hull	1,998	2,202
Joliette	2,156	2,923
Jonquière	2,617	2,113
Lachute	495	362
La Malbaie	734	589
La Tuque	689	678
Lévis	1,553	1,944
Louiseville	578	732
Magog	948	333
Maniwaki	422	518
Matane	1,188	794
Mégantic	510	529
Mont Laurier	469	584
Montmagny	877	1,177
Montréal	42,782	50,373
New Richmond	649	550
Port Alfred	733	580
Québec	8,897	8,009
Rimouski	2,257	1,855
Rivière du Loup	1,911	1,993
Roberval	1,124	1,061
Rouyn	2,313	2,027
Ste. Agathe des Monts	282	378
Ste. Anne de Bellevue	539	724
Ste. Thérèse	1,228	1,262
St. Hyacinthe	972	1,308
St. Jean	1,671	1,502
St. Jérôme	924	1,092
Sept-Iles	1,086	1,963
Shawinigan	2,906	3,074
Sherbrooke	3,603	3,900
Quebec—Concluded		
Sorel	830	1,586
Thetford Mines	1,153	973
Trois-Rivières	3,310	3,147
Val d'Or	1,493	1,590
Valleyfield	1,291	1,439
Victoriaville	1,161	1,265
Ville St. Georges	1,522	1,209
Ontario	**118,335**	**137,531**
Arnprior	223	206
Barrie	998	875
Belleville	1,433	1,692
Bracebridge	580	407
Brampton	868	1,068
Brantford	1,907	2,071
Brockville	483	483
Carleton Place	270	179
Chatham	2,521	2,164
Cobourg	657	800
Collingwood	365	498
Cornwall	2,443	2,288
Elliot Lake	396	333
Fort Erie	392	343
Fort Frances	330	376
Fort William	1,262	1,497
Galt	624	1,650
Gananoque	183	197
Goderich	316	372
Guelph	1,440	1,396
Hamilton	8,467	11,356
Hawkesbury	367	331
Kapuskasing	929	1,243
Kenora	437	392
Kingston	1,697	1,573
Kirkland Lake	749	984
Kitchener	1,598	2,300
Leamington	649	803
Lindsay	582	523
Listowel	146	194
London	3,286	3,910
Long Branch	2,669	2,841
Midland	325	308
Napanee	286	319
Newmarket	1,263	960
New Liskeard(3)	367	.....
Niagara Falls	1,113	1,790
North Bay	763	1,273
Oakville	711	660
Orillia	516	715
Oshawa	3,062	3,816
Ottawa	3,392	4,203
Owen Sound	958	878
Parry Sound	294	192
Pembroke	893	1,221
Perth	452	384
Peterborough	2,492	2,977
Picton	130	150
Port Arthur	2,038	2,178
Port Colborne	478	592
Prescott	444	635
Renfrew	285	286
St. Catharines	2,910	3,674
St. Thomas	746	811
Sarnia	2,281	2,178
Sault Ste. Marie	2,107	2,234
Simcoe	824	703
Sioux Lookout	129	110
Smiths Falls	444	380
Stratford	528	641
Sturgeon Falls	628	439
Sudbury	2,140	3,325
Tillsonburg	400	274
Timmins	1,530	1,812
Toronto	30,181	36,429
Trenton	656	687
Walkerton	396	468
Wallaceburg	521	592
Welland	1,900	1,784
Weston	2,636	3,301
Windsor	7,089	7,966
Woodstock	760	841

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT JUNE 29, 1962

(Source: National Employment Service, Unemployment Insurance Commission)

Office	(1) June 29, 1962	Previous Year June 30, 1961	Office	(1) June 29, 1962	Previous Year June 30, 1961
Manitoba	**13,747**	**15,583**	**British Columbia**	**41,645**	**50,037**
Brandon	1,150	1,140	Chilliwack	1,305	1,510
Dauphin	599	713	Courtenay	541	856
Flin Flon	150	140	Cranbrook	837	598
Portage la Prairie	581	514	Dawson Creek	1,011	897
The Pas	260	203	Duncan	616	1,025
Winnipeg	11,007	12,873	Kamloops	1,035	999
			Kelowna	556	593
Saskatchewan	**10,088**	**10,029**	Kitimat	96	1,111
Estevan	190	280	Mission City	825	953
Lloydminster	144	219	Nanaimo	702	1,325
Moose Jaw	798	825	Nelson	545	708
North Battleford	489	448	New Westminster	6,490	6,867
Prince Albert	1,083	1,124	Penticton	540	736
Regina	2,366	2,430	Port Alberni	622	602
Saskatoon	3,484	2,885	Prince George	1,398	1,533
Swift Current	308	262	Prince Rupert	638	841
Weyburn	166	194	Princeton	262	278
Yorkton	1,060	1,362	Quesnel	903	943
			Trail	570	779
Alberta	**21,927**	**20,374**	Vancouver	17,970	21,624
Blairmore	366	276	Vernon	844	1,083
Calgary	6,807	6,649	Victoria	3,013	3,746
Drumheller	320	378	Whitehorse	326	430
Edmonton	10,135	9,057			
Edson	390	399	**CANADA**	**357,308**	**393,731**
Grande Prairie	870	661			
Lethbridge	1,326	1,226	Males	237,747	268,284
Medicine Hat	823	913			
Red Deer	890	815	Females	119,561	125,447

(1) Preliminary subject to revision.

(2) Includes 42 registrations reported by the Magdalen Islands local office.

(3) Prior to May 1962 figures included with Kirkland Lake local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 270, February issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1962—April	4,109,600	3,545,100	564,500*
March	4,194,000	3,506,500	687,500*
February	4,092,000	3,373,300	718,700*
January	4,208,000	3,509,500	698,500*
1961—December	4,196,000	3,594,800	601,200*
November	4,081,000	3,695,000	386,000*
October	3,991,000	3,722,300	268,700
September	3,966,000	3,736,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,412,900	713,100

* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MAY 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	4,317	3,670	647	5,038	3,745	1,293	886
Prince Edward Island	489	381	108	649	529	120	72
Nova Scotia	8,633	4,421	4,212	9,648	8,523	1,125	1,185
New Brunswick	5,599	4,207	1,392	6,772	5,676	1,096	1,084
Quebec	42,381	29,105	13,276	46,464	37,107	9,357	10,580
Ontario	44,689	29,091	15,598	48,548	37,372	11,176	10,514
Manitoba	5,685	4,076	1,609	6,476	5,007	1,469	1,230
Saskatchewan	2,836	2,146	690	3,650	2,915	735	478
Alberta	7,287	5,147	2,140	8,277	6,081	2,196	1,766
British Columbia	16,523	10,701	5,822	17,941	12,871	5,070	3,589
Total, Canada, May 1962	138,439	92,945	45,494	153,463	119,826	33,637	31,384
Total, Canada, April 1962	181,299	122,080	59,219	188,155	158,961	29,194	46,408
Total, Canada, May 1961	162,059	109,152	52,907	172,745	140,623	32,122	34,209

* In addition, revised claims received numbered 56,283.

† In addition, 66,972 revised claims were disposed of. Of these, 4,802 were special requests not granted and 2,507 were appeals by claimants. There were 10,805 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, MAY 31, 1962

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	May 31 1961 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	263,862	61,494	24,375	41,756	34,320	27,611	22,339	51,967	36.2	340,950
Male	181,219	42,727	16,408	30,449	25,218	19,639	14,444	32,334	41.1	242,648
Female	92,643	18,767	7,967	11,307	9,102	7,972	7,895	19,633	25.6	98,302
Newfoundland	9,885	1,092	642	1,467	1,422	1,804	1,298	2,160	74.9	9,982
Male	8,781	937	560	1,351	1,305	1,674	1,151	1,803	76.7	8,936
Female	1,104	155	82	116	117	130	147	357	61.0	1,046
Prince Edward Island	919	130	74	147	92	107	123	246	56.4	1,171
Male	607	73	55	103	61	80	82	153	61.0	838
Female	312	57	19	44	31	27	41	93	47.4	333
Nova Scotia	14,736	3,904	892	2,342	1,539	1,330	1,314	3,415	42.9	15,683
Male	11,874	3,425	678	1,924	1,169	1,041	1,007	2,630	42.6	12,583
Female	2,862	479	214	418	370	289	307	785	44.0	3,100
New Brunswick	12,386	1,840	905	2,463	1,972	1,365	1,191	2,650	60.4	14,859
Male	9,711	1,475	693	2,165	1,693	1,132	898	1,655	63.4	12,074
Female	2,675	365	212	298	279	233	293	995	49.4	2,785
Quebec	80,528	19,356	7,887	12,626	11,539	9,014	6,096	14,010	36.9	106,536
Male	57,346	12,932	5,381	9,299	9,137	7,230	4,428	8,939	41.9	77,061
Female	23,182	6,424	2,506	3,327	2,402	1,784	1,668	5,071	24.4	29,475
Ontario	79,848	20,409	7,949	11,648	9,323	7,366	6,680	16,473	21.9	114,757
Male	48,923	13,218	4,762	7,284	5,979	4,315	3,754	9,611	24.0	76,768
Female	30,925	7,191	3,187	4,364	3,344	3,051	2,926	6,862	18.6	37,989
Manitoba	12,570	2,468	1,145	1,868	1,815	1,590	1,120	2,564	29.1	13,692
Male	8,522	1,787	807	1,305	1,213	1,025	707	1,678	34.7	9,374
Female	4,048	681	338	563	602	565	413	886	17.3	4,318
Saskatchewan	6,669	1,157	583	1,013	756	722	784	1,654	48.2	7,629
Male	4,179	700	372	729	492	461	461	964	55.7	5,046
Female	2,490	457	211	284	264	261	323	690	35.9	2,583
Alberta	15,966	3,619	1,412	3,017	2,202	1,768	1,343	2,605	66.5	18,753
Male	11,199	2,658	1,077	2,357	1,599	1,183	814	1,511	71.6	13,451
Female	4,767	961	335	660	603	585	529	1,094	54.3	5,302
British Columbia	30,355	7,519	2,886	5,165	3,660	2,545	2,390	6,190	30.1	37,888
Male	20,077	5,522	2,023	3,932	2,570	1,498	1,142	3,390	34.8	26,517
Female	10,278	1,997	863	1,233	1,090	1,047	1,248	2,800	20.9	11,371

TABLE E-4—BENEFIT PAYMENTS BY PROVINCE, MAY 1962

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Weeks Paid	Amount of Benefit Paid $
Newfoundland	127,897	3,071,856
Prince Edward Island	17,885	376,880
Nova Scotia	115,516	2,585,089
New Brunswick	116,721	2,639,396
Quebec	561,843	13,629,311
Ontario	519,967	12,375,878
Manitoba	95,040	2,326,745
Saskatchewan	60,002	1,446,127
Alberta	100,224	2,578,348
British Columbia	178,102	2,379,784
Total, Canada, May 1962	1,893,197	45,409,414
Total, Canada, April 1962	2,113,953	51,647,128
Total, Canada, May 1961	2,479,275	58,704,099

TABLE E-5—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1962

SOURCE: Unemployment Insurance Commission

Fiscal Year ended March 31	REVENUE							EXPENDITURE			BALANCE
	Contributions (Gross less refunds)		Penalties	Interest on Investments	Profit or Loss on Sale of Securities	Less Interest Paid on Loans	TOTAL NET REVENUE	BENEFIT PAYMENTS			BALANCE IN FUND
	Employer & Employee	Government						Ordinary	Seasonal	Total	
	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.	$ cts.
To 1956	1,569,863,590 12	313,982,080 41	250,317 92	195,986,733 10	P. 1,109,057 58	.....	2,081,191,779 13	1,157,191,123 43	(2)89,802,137 11	1,226,993,260 54	854,198,518 59
1957	188,001,489 34	37,587,449 77	42,826 63	27,963,498 80	L. 1,024,412 77	.....	251,671,851 77	201,196,193 03	30,099,525 67	231,295,718 70	874,574,651 66
1958	192,395,408 61	38,484,149 23	46,685 92	27,957,894 99	L. 4,182,335 04	.....	254,701,803 71	327,907,809 48	57,168,521 02	385,076,330 50	744,200,124 87
1959	185,487,041 58	37,097,108 31	47,735 63	21,725,096 30	L. 10,115,171 51	.....	234,242,110 31	362,155,761 67	116,475,316 00	478,631,077 67	499,811,157 51
1960	228,615,701 68	45,723,140 33	51,775 86	16,854,856 16	L. 8,413,691 50	1,516,639 71	281,315,142 82	320,969,852 46	94,264,214 92	415,234,067 38	365,892,232 95
1961	275,272,961 38	55,054,592 27	62,793 32	9,979,811 57	L. 7,268,567 88	403,246 60	332,698,344 06	406,727,775 91	107,177,948 44	513,905,724 35	184,684,852 66
Total	2,639,636,192 71	527,928,820 32	503,135 28	299,567,890 92	L. 29,895,121 12	1,919,886 31	3,435,821,031 80	2,756,148,515 98	494,987,663 16	3,251,136,179 14	184,684,852 66
April	18,628,757 22	3,741,716 33	4,873 33	713,955 49	L. 138,689 46	360,462 33	22,590,150 58	42,209,297 00	22,330,912 48	64,540,209 48	142,734,793 76
May	21,731,410 20	4,317,868 63	9,217 47	733,910 29	L. 237,235 79	533,941 78	26,021,228 93	38,782,955 43	19,921,145 00	58,704,100 43	110,051,922 26
June	21,837,556 91	4,397,356 66	7,111 70	703,812 08	246,498 45	590,513 70	26,108,825 20	24,258,208 13	1,632,225 00	25,890,433 13	110,270,314 33
July	24,060,379 86	4,809,500 26	6,574 39	732,688 27	.....	556,955 48	29,052,187 30	18,524,171 50	26,421 00	18,550,592 50	120,771,909 13
August	23,921,404 23	4,785,532 09	6,088 30	721,529 99	.....	491,695 21	28,939,859 40	18,843,731 04	21,967 00	18,865,698 04	130,846,070 49
September	22,912,779 42	4,578,694 41	7,420 37	657,280 07	.....	424,551 35	27,731,622 92	16,070,649 72	11,665 00	16,082,314 72	142,495,378 69
October	24,414,179 48	4,472,276 96	7,194 52	463,099 33	.....	.....	29,356,750 29	17,105,753 91	9,294 00	17,115,047 91	154,737,081 07
November	23,978,920 41	5,209,877 70	8,347 29	487,590 00	.....	.....	29,684,645 40	20,935,424 74	2,908 00	20,938,332 74	163,483,393 73
December	23,990,762 83	4,756,959 49	8,121 44	513,236 30	.....	.....	29,269,080 06	24,146,847 70	5,300,527 54	29,447,375 24	163,305,098 55
January	24,876,871 82	5,014,589 18	7,452 68	472,602 73	.....	.....	30,371,516 41	43,407,281 76	14,392,028 17	57,799,309 93	135,877,305 03
February	21,988,219 52	4,397,290 36	7,452 62	336,524 00	.....	.....	26,729,486 50	41,264,501 46	16,723,836 73	57,988,338 19	104,618,453 34
March	25,447,522 57	5,076,090 82	10,196 10	263,476 04	.....	.....	30,797,285 53	46,779,404 92	22,038,282 16	68,817,687 08	66,598,051 79
Sub Total	(1)277,788,764 47	55,557,752 89	90,050 21	6,799,614 50	L. 622,423 70	2,961,119 85	336,652,638 52	352,328,227 31	102,411,212 08	454,739,439 39	66,598,051 79
Total	2,917,424,957 18	583,486,573 21	593,185 49	306,367,505 42	L. 30,517,544 82	4,881,006 16	3,772,473,670 32	3,108,476,743 29	597,398,875 24	3,705,875,618 63	66,598,051 79

(1) Stamps $101,824,787.70; Meter $18,450,289.80; Bulk $157,513,686.97; Total $277,788,764.47.

(2) Supplementary to 31 December 1955.

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1961—July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3
1962—January	129.7	124.8	134.0	111.6	140.6	156.8	146.6	117.3
February	129.8	125.0	134.0	111.8	140.7	157.2	146.7	117.2
March	129.7	124.4	134.0	112.9	139.9	157.2	146.7	117.5
April	130.3	125.8	134.0	113.2	140.2	158.1	146.6	117.9
May	130.1	124.5	134.5	112.8	140.4	158.2	147.1	117.9
June	130.5	125.6	134.9	113.1	140.4	158.2	147.0	117.9
July	131.0	127.0	135.1	112.9	140.7	158.4	147.8	117.9

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JUNE 1962

1957 Weighted

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	June 1961	May 1962	June 1962							
(1)St. John's, Nfld.	117.0	117.6	117.4	111.6	113.3	111.9	124.3	155.2	152.1	98.9
Halifax	127.8	129.2	129.6	120.8	133.8	123.2	139.1	160.4	163.3	123.9
Saint John	129.7	130.8	130.9	124.2	131.5	121.1	143.6	179.8	150.1	124.3
Montreal	128.3	130.2	130.5	130.1	134.3	106.1	160.8	164.1	141.6	118.7
Ottawa	129.0	131.2	131.7	125.8	137.1	117.2	153.8	163.3	142.6	123.9
Toronto	130.2	131.7	132.3	124.3	139.5	117.9	134.7	155.8	182.4	122.4
Winnipeg	126.7	128.7	129.1	127.2	129.1	117.8	133.3	172.3	139.3	120.6
Saskatoon-Regina	124.7	126.9	127.4	123.9	127.0	126.5	135.7	144.8	146.8	119.6
Edmonton-Calgary	124.2	125.5	125.9	120.8	127.0	120.7	130.3	162.7	141.9	119.6
Vancouver	128.4	129.1	129.4	125.4	134.0	117.2	137.3	149.7	145.6	121.0

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 114, January issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1957-1962

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1961: June	22	39	12,404	127,790	0.12
July	28	41	8,806	94,680	0.09
August	32	47	8,347	64,660	0.06
September	32	53	10,647	105,080	0.10
October	30	56	40,400	416,660	0.38
November	24	49	11,059	122,100	0.11
December	13	40	22,000	140,890	0.13
*1962: January	20	40	9,174	85,420	0.08
February	15	44	10,855	72,070	0.07
March	30	46	12,426	143,800	0.14
April	18	40	12,328	142,770	0.14
May	23	45	17,333	139,700	0.12
June	27	53	14,545	260,650	0.23

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, JUNE 1962, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry			
Mines			
Manufacturing	28	2,989	44,740
Construction	13	2,157	16,800
Transpn.& utilities	8	9,316	197,970
Trade	2	50	390
Finance			
Service	2	33	750
Public administration			
All industries	53	14,545	260,650

TABLE G-3—STRIKES AND LOCKOUTS, JUNE 1962, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland			
Prince Edward Island			
Nova Scotia	1	130	330
New Brunswick	1	41	1,000
Quebec	11	2,456	44,760
Ontario	29	3,775	52,840
Manitoba	5	1,053	9,330
Saskatchewan	1	85	1,530
Alberta	1	100	2,200
British Columbia	2	105	1,330
Federal	2	6,800	147,330
All jurisdictions	53	14,545	260,650

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1962

(Preliminary)

Figures in parentheses indicate the number of workers indirectly affected.

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
MANUFACTURING						
Food and Beverages						
F. W. Fearman Co., Burlington, Ont.	Teamsters Loc. 879 (Ind.)	165	3,300	5,120	May 16	Wages~
General Mills Cereals, Rexdale, Ont.	Millers Loc. 230 (AFL-CIO/CLC)	106	270	270	June 13 June 18	Job re-assignment~Return of workers.
Leather						
A. R. Clarke Co., Toronto, Ont.	Butcher Workmen Loc. 125L (AFL-CIO/CLC)	200	1,000	1,000	June 25	Signing a first agreement~
Textiles						
Thor Mills Limited, Granby, Que.	Textile Federation (CNTU)	220	4,040	7,350	May 6	Wages, Rand formula, seniority~
Clothing						
Arden Fur Corporation, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	104	1,460	1,460	June 12	Individual agreement following company's withdrawal from Fur Guild~
Wood						
Western Plywood (Alta.), Edmonton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	100	2,200	9,030	Mar. 15 June 29	Wages, hours, union security ~4¢ an hr. increase eff. June 1, 1963.
Paper						
Domtar Construction Materials, Cornwall, Ont.	Chemical Workers Loc. 216 (AFL-CIO/CLC)	130	780	780	June 20 June 28	Hiring outside help~Return of workers pending further negotiations.
Primary Metals						
Chromium Mining and Smelting, Beauharnois, Que.	Metal Trades Federation (CNTU)	110	1,540	1,540	June 12	Wages, hours~
Machinery						
Dominion Engineering, Lachine, Que.	Machinists Loc. 1660 (AFL-CIO/CLC)	1,100 (12)	20,900	20,900	June 5	Wages~
CONSTRUCTION						
Various construction firms, Toronto, Ont.	Building trades unions (Toronto Council AFL-CIO)	300	5,110	5,930	May 28	Non-union contractors on North York project~
A. D. Ross, Point Tupper & River Denys, N.S.	Carpenters Loc. 3628 (AFL-CIO/CLC)	130	330	330	June 1 June 5	Wages, vacation pay~Return of workers pending ratification of agreement.
Canadian Comstock, Hamilton, Ont.	I.B.E.W. Loc. 105 (AFL-CIO/CLC)	146	150	150	June 7 June	Disciplinary dismissal of some workers~Return of workers.
Catalytic Construction, Sarnia, Ont.	Teamsters Loc. 880 (Ind.)	400	1,200	1,200	June 11 June 14	Dismissal of shop steward~ Return of workers.
Canadian Plumbing and Mechanical Contractors Assoc., Winnipeg, Man.	Plumbers Loc. 254 (AFL-CIO/CLC)	600	6,000	6,000	June 18	Wages~
Sheet Metal Contractors Assoc., Winnipeg, Man.	Sheet Metal Workers Loc. 511 (AFL-CIO/CLC)	185	1,300	1,300	June 21	Wages~
Electrical Contractors Section Winnipeg Builders Exchange, Winnipeg, Man.	I.B.E.W. Loc. 2085 (AFL-CIO/CLC)	200	600	600	June 27	Wages, fringe benefits~
TRANSPN. & UTILITIES						
Transportation						
Various trucking firms,* Montreal, Que., other points.	Teamsters Loc. 106 (Ind.)	800	17,330	44,000	Apr. 16	Wages in a 3-yr. contract~
Various trucking firms, Montreal, Que., other points.	Teamsters Loc. 106 (Ind.)	645	13,980	35,520	Apr. 16	Wages in a 3-yr. contract~
Various trucking firms,* Ontario.	Teamsters, various locs. (Ind.)	6,000	130,000	155,000	May 27	Wages, piggy-back operations in a 3-yr. agreement~

*Federal jurisdiction.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JUNE 1962

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			June	Accumulated		
Various trucking firms, Ontario.	Teamsters, various Locs. (Ind.)	1,500	32,500	38,750	May 27	Wages, piggy-back operations in a 3-yr. agreement~
Various cartage firms, Toronto, Ont.	Teamsters Loc. 419 (Ind.)	288	2,910	2,910	June 7 June 22	Wages, fringe benefits~Wage increase, improved fringe benefits.